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1990-91 National Faculty Salary Survey by Discipline and Rank

in State Colleges and Universities

American Association of
State Colleges and Universities

College and University
Personnel Association

In Conjunction With

Appalachian State University
Boone, North Carolina

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Executive Summary

For the tenth consecutive year (1981-82 through 1990-91) the College and University Personnel Association (CUPA) Washington, D.C., in cooperation with the American Association of State Colleges and Universities (AASCU) Washington, D.C., and in conjunction with Appalachian State University, Boone, North Carolina have researched and produced an annual survey of faculty salaries by discipline and rank in the nation's state colleges and universities. The AASCU/CUPA *1990-91 National Faculty Salary Survey by Discipline and Rank in State Colleges and Universities,* includes 282 state colleges and universities.

Eight additional disciplines have been added to the survey during the past four years. In 1986-87 the survey covered 46 disciplines. The 1987-88 survey included the Allied Health, Engineering and Engineering Related Technologies, and Protective Services disciplines. The disciplines of Occupational Therapy and Physical Therapy were added to the 1988-89 survey; and in the 1989-90 survey, the fields of Economics, Institutional Management, and Marketing Management and Research bring the current total to 54 disciplines.

The following table summarizes the number of participating institutions and the average salaries for all ranks of participating faculty in seven years of the survey. Since the institutions participating vary from year to year, no trend in the percentage increase across the years of the study is implied.

SURVEY YEAR:	"Base Year" 1984-85	1985-86	1986-87	1987-88	1988-89	1989-90	1990-91
NUMBER OF INSTITUTIONS:	272	262	261	272	281	278	282
NUMBER OF FACULTY:	60,831	63,623	63,490	68,617	73,412	72,985	74,763
AVERAGE SALARY FOR ALL RANKS:	$29,343	$31,321	$32,980	$34,951	$36,967	$39,020	$40,607
PERCENTAGE INCREASE OF SALARY ANNUALLY:	0.00%	6.74%	5.30%	5.98%	5.77%	5.55%	4.07%

It is important to note that beginning in 1984-85, the annual faculty salary survey began to identify those participating state institutions which have collective bargaining contracts with their faculties—approximately one third of the institutions surveyed. The average salary of these collective bargaining institutions has had a positive impact on the overall salary average for all the participating state institutions. In 1990-91, the faculty of institutions participating in collective bargaining had an average salary of +13% higher than the salaries of those state institutions which did not have collective bargaining contracts.

"Special Studies," based on relevant data from the annual surveys, may be requested from CUPA for a nominal fee. (Please see the Special Study Order Form on page 51 of this survey report.) These studies consist of comparisons of your choice of 10 or more specific institutions. The studies have been very useful to administrators who make important faculty salary decisions because they can identify and make comparisons of a narrower group of institutions instead of using the broad averages that are contained in this report. Special Studies are essential references for planning budgets and evaluating salary trends and pay plans.

Finally, for those persons interested in salary changes within individual disciplines over time, "rolling" three-year salary-trend studies have been written annually for almost all the applicable disciplines beginning in 1986 for the years 1982-83 through 1985-86, etc. These articles have been accepted annually for publication in the national ERIC periodical *Resources in Education*.

INTRODUCTION

The Background

The College and University Personnel Association (CUPA) is dedicated to supporting human resource professionals associated with higher education around the world by disseminating current theory, methodology, and research results on personnel issues.

In 1974, the CUPA Board of Directors proposed the development of a faculty compensation survey (page 1, CUPA Wingspread Conference, March 1977; and September 1977, Chairman's Report). The CUPA Faculty and Staff Relations Council took responsibility for planning, developing, and conducting a pilot model of faculty salaries by discipline and by rank. In 1980, the Council developed a pilot faculty salary questionnaire along with rationale, instructions, and definitions. They sent the questionnaires to colleagues in 13 diverse CUPA colleges and universities for their review and comments. A review of the respondents' comments indicated that a model already in use by Oklahoma State University to gather similar data best met survey needs. The results of the review process were submitted by the Council to the CUPA Board of Directors for approval.

Once the Board granted permission, CUPA representatives met with appropriate officials at the American Association of State Colleges and Universities (AASCU) to mount a pilot study of 21 general and specific disciplines among the AASCU members. Two hundred and five (205) institutions participated in the 1981-82 national pilot. Later, with many more disciplines/program areas, 227 institutions participated in 1982-83; 213 participated in 1983-84; 272 participated in 1984-85; 262 participated in 1985-86; 261 participated in 1986-87; 272 participated in 1987-88; 281 participated in 1988-89; 278 participated in 1989-90; and 282 participated in 1990-91.

The 1990-91 survey is a further step in the long-term plan to collect as complete information about faculty salaries as possible. Sustained collection of data on the same number of disciplines and institutions over a number of years eventually will establish a data base capable of extensive analyses of faculty salaries. Continuing this year (1990-91), the survey is conducted every fall semester and includes most of the 50 two-digit program areas defined in *A Classification of Instructional Programs* and many of the four- and six-digit areas.

For the seventh straight year (1984-85 through 1990-91), information was collected from participating colleges and universities holding collective bargaining contracts with their faculty. It is anticipated that this will continue so that "special studies" and other studies can be requested by institutions at a nominal fee. The names of all participating institutions for the last nine years of the survey are listed in Appendix B.

We encourage institutions to participate each year so we can provide them with relevant and timely trend data in addition to the special studies that may be requested.

The reader's comments, suggestions, and questions are appreciated at any time and should be directed to CUPA, AASCU, or to Dr. Richard D. Howe at Appalachian State University (704) 262-2124 and FAX (704) 262-2126.

The Need

Current data on faculty compensation are presently being collected each year by the National Center for Education Statistics. The data, however, are not collected at the level of detail required to answer basic questions pertaining to variances in salaries between and among disciplines and ranks. What are missing are data about salary at different ranks and within specific disciplines for different types of institutions. The need to address problems of salary administration with respect to postsecondary faculty in different disciplines and ranks motivated the decision to conduct this survey.

Applications

This survey attempts to address these needs by collecting data on 54 disciplines and comparing faculty ranks and averages, and low and high salaries across these disciplines. The disciplines selected for this survey are those that are most likely to be taught in the 282 state colleges and universities participating as AASCU members.

Such comparative information can be useful to the postsecondary administrator in at least two ways. The community of postsecondary institutions may be thought of as an academic marketplace. Faculty and administrators negotiate remuneration for services of teaching and other responsibilities to be rendered. In this marketplace, a faculty member needs to know what to request, based on the salaries of her or his peers. The administrator needs to know how much to pay for quality without committing more than she or he can justify for the budget.

Detailed salary information is also useful in long-range budgetary planning. Applying estimates of changes in costs, such as the Consumer Price Index or the Higher Education Price Index, to faculty salaries will enable a postsecondary administrator to project future faculty costs.

The use of the salary information is enhanced by knowing the characteristics of the institutions in the comparison group. Since this faculty salary survey collects institutional characteristics of geographical locations, enrollment, budget and FTE of students, an institution can request special studies comparing itself with a group of peers—10 or more institutions—using these characteristics for selection. These special studies are available through CUPA. No individual institutional data will be released by CUPA. The special survey data are aggregate data of 10 or more institutions and with four or more data elements in each cell.

For the seventh straight year participating institutions may request, for a nominal fee, percentile rank (PR) studies which will provide them with both a percentile ranking for each discipline and for each rank in each discipline in comparison with 10 or more other participating institutions. Most importantly, we are able to provide a participating institution with the amount of additional funds it would take to increase its average salary by discipline and rank to a higher PR—e.g., from a 40 PR to a 50 PR. This application of percentile ranking has become an important and relevant aspect of our annual faculty salary survey and we encourage participating institutions to take advantage of this service.

Finally, those institutions which participated in the sixth (1987-88) and ninth (1990-91) surveys may request salary-trend studies by selected discipline and/or by all disciplines in the study comparing

their institutions both with the whole group of participating institutions and/or with a selected number of 10 or more.

Other institutions which have participated in any one of the surveys may have their own data compared with the trend data in any configuration of 10 or more institutions. (Please understand, that only cells with four or more data elements are used.) Institutions which have not participated in any of the surveys may still request aggregate salary data of 10 or more institutions which have participated in any one or more of the surveys.

Survey Results

Methodology

This AASCU/CUPA *1990-91 National Faculty Salary Survey by Discipline and Rank in State Colleges and Universities* collected and tabulated full-time salary data for faculty in 54 selected disciplines. These were chosen from among the disciplines defined by the Higher Education General Information Survey (HEGIS) Taxonomy or by *A Classification of Instructional Programs (CIP)*, 1985. Please see APPENDIX A for the list of disciplines/major fields used. The faculty salaries of 74,763 faculty members are found in APPENDIX A—The Data Tables. The list of 282 public colleges and universities which participated in the annual survey is found in APPENDIX B. Also listed in APPENDIX B are those colleges and universities which have participated in the annual survey from 1982-83 through 1990-91.

Analysis of Data

To organize the data and permit comparisons between disciplines and by ranks, the following variables were selected: average salary, high salary, low salary, and number of faculty for a given rank and discipline. The variables and other terms arrived at in the tabulations of the data are defined below.

NOTE: Users of this survey may find the category "New Assistant Professor" especially useful in making new hiring decisions since most new faculty in academe are hired at this rank.

Definition of Terms

SALARY—based on a nine or ten-month academic year salary of full-time faculty only. Does not include any faculty members teaching less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data.

AVERAGE SALARY—based on the survey information with the assumption that all employees were full-time. The average salary displayed is an average of all faculty reported for a given rank and discipline.

HIGH SALARY—the highest salary for any full-time individual of the defined group for which the information is reported.

LOW SALARY—the lowest salary for any full-time individual of the defined group for which the information is reported.

FAC MIX PCT—the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .36 for associate professor means that 36 percent of the faculty in that discipline/major field hold the rank of associate professor.

SALARY FACTOR—for a given rank of a given discipline/major field, the ratio of the average salary to the total average salary of all institutions. For example, a SALARY FACTOR of 1.27 for

assistant professors of accounting is 27 percent higher than the average salary of all assistant professors of all institutions which participated in the survey.

RANK—the data are arrayed among the following academic ranks: Professor, Associate Professor, Assistant Professor, New Assistant Professor, and Instructor. The rank of "Lecturer" is not included in the survey.

NUM—the number of faculty members whose salaries were included to compute the average salary.

N/IS—the number of institutions which have reported salary data for a given academic rank and a given discipline/major field.

PARTICIPATING INSTITUTIONS—the number of institutions responding to the survey questionnaire.

NEW ASST PROF—the grouping of assistant professors who were hired for the first time in the Fall of 1990. All data for this group were included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

Examples of Analyses

Although no overall analysis has been undertaken in this report, it is important to illustrate the types of analyses possible using the data available. The following tables show the comparative potential of the data for two major fields: BUSINESS ECONOMICS AND COMMUNICATIONS.

DISCIPLINE: COMMUNICATIONS
MAJOR FIELD: COMMUNICATIONS 090000

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
GROUP	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	48407	433	145	38976	493	147	31627	612	168	30393	116	77	25833	257	105	36863	1785	184
HIGH SALARY	71775			58847			46574			41844			58116			71775		
LOW SALARY	31780			26000			20709			21791			14000			14000		
FAC MIX PCT	0.24			0.27			0.34			0.06			0.14			1.00		
SALARY FACTOR	0.97			0.96			0.84			0.93			0.99			0.91		

DISCIPLINE: BUSINESS AND MANAGEMENT
MAJOR FIELD: BUSINESS ECONOMICS 060501

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
GROUP	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	52482	327	91	44543	295	100	38131	281	96	38518	40	36	27157	51	34	44740	954	118
HIGH SALARY	90918			70898			62728			59000			43375			90918		
LOW SALARY	36825			30495			25155			28008			18000			18000		
FAC MIX PCT	0.34			0.31			0.29			0.04			0.08			1.00		
SALARY FACTOR	1.05			1.10			1.17			1.18			1.04			1.10		

1. Size of the Sample. The user should note the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. The number of faculty and the number of institutions were much lower for BUSINESS ECONOMICS (BE) as compared with COMMUNICATIONS (C):

	NUM	N/IS
BE	954	118
C	1795	184

2. Average Salary. The average salary for every rank in BUSINESS ECONOMICS is higher than in COMMUNICATIONS:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	52482	44543	39131	38518	27157	44740
C	48407	38976	31627	30393	25833	36863

3. High and Low Salaries. With the exception of INSTRUCTOR, the "high salaries" for BUSINESS ECONOMICS are all higher than those for COMMUNICATIONS, and the "low salaries" are also higher for BUSINESS ECONOMICS.

High Salary:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	90918	70898	62728	59000	43375	90918
C	71775	58847	46574	41844	58116	71775

Low Salary:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	36825	30495	25155	28008	18000	18000
C	31780	26000	20709	21791	14000	14000

4. Faculty Mix Percentage. The two disciplines are rather dissimilar except at the rank of ASSOC PROF, when compared on the basis of faculty mix percentage, which refers to the percentage of faculty in a given discipline who hold a given rank. For example, in BUSINESS ECONOMICS, 34 percent of the faculty hold the rank of PROFESSOR compared with COMMUNICATIONS where 24 percent of the faculty hold the rank of PROFESSOR. The comparisons for all ranks between the two major fields are as follows (note that the NEW ASST PROF percentage is included in ASST PROF and each percentage has been rounded up):

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	.34	.31	.29	.04	.05	1.00
C	.24	.27	.34	.06	.14	1.00

It is interesting to note how the faculty mix percentage differs among a relatively "new" major field like NURSING and an "old" field like PHILOSOPHY AND RELIGION, and also how these differences compare with the overall average of ALL MAJOR FIELDS in the study. The comparison for the major fields of NURSING (N), PHILOSOPHY AND RELIGION (PR), and for the overall study average of ALL MAJOR FIELDS (AMF) are noted below:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
N	.09	.26	.48	.05	.17	1.00
PR	.45	.29	.23	.05	.04	1.00
AMF	.35	.28	.29	.05	.08	1.00

5. Salary Factor. This variable permits comparisons between the average salary of faculty in a given rank of a given discipline and the average salary of all faculty members in that rank in all the disciplines of all reporting institutions. A constant number, 100 percent, represents the average salary of all faculty in that rank for all reporting institutions. The following data show, for example, in BUSINESS ECONOMICS the average salary of PROFESSOR is 5 percent above the average salary of all PROFESSORS from the reporting institutions and is 8 percent above the average salary of PROFESSORS in COMMUNICATIONS. The salary factors also show that for every rank the average salary for BUSINESS ECONOMICS faculty is higher than the average salary for COMMUNICATIONS faculty:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	1.05	1.10	1.17	1.18	1.04	1.10
C	.97	.96	.94	.93	.99	.91

In all 54 major fields in the survey except for "Business and Management", collective bargaining faculty have a higher salary factor than for non-collective bargaining faculty. Ninety-nine (35 percent) of the 282 participating institutions have some type of collective bargaining contract with their faculties. The overall salary factor is 13 percent higher for collective bargaining institutions than for non-collective bargaining institutions in the survey.

APPENDIX A

LIST OF SELECTED DISCIPLINES

AND

MAJOR FIELDS

AND

THE DATA TABLES

FACULTY SALARY SURVEY

GROUP #1: NON-COLLECTIVE BARGAINING
GROUP #2: COLLECTIVE BARGAINING

DISCIPLINE: AGRIBUSINESS & AGRI PRODUCTION
MAJOR FIELD: AGRIBUSINESS & AGRICULTURE PRODUCTI 010000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	44028	117	34	37772	88	36	33611	86	37	29495	10	9	36650	14	7	38947	305	49
HIGH SALARY	83634			73955			63069			35000			54155			83634		
LOW SALARY	36000			28307			22879			26000			16236			16236		
FAC MIX PCT	0.38			0.29			0.28			0.03			0.05			1.00		
SALARY FACTOR	0.88			0.93			1.00			0.91			1.41			0.96		
#1 AVERAGE SALARY	43875	104		36249	76		31452	64		29495	10		24308	7		37852	251	
HIGH SALARY	70014			46990			51020			35000			28998			70014		
LOW SALARY	36000			28307			22879			26000			16236			16236		
FAC MIX PCT	0.41			0.30			0.25			0.04			0.03			1.00		
SALARY FACTOR	0.88			0.90			0.94			0.91			0.93			0.93		
#2 AVERAGE SALARY	45255	13		47421	12		39894	22					48991	7		44036	54	
HIGH SALARY	83634			73955			63069						54155			83634		
LOW SALARY	36225			28561			25842						40686			25842		
FAC MIX PCT	0.24			0.22			0.41						0.13			1.00		
SALARY FACTOR	0.90			1.17			1.19						1.88			1.08		

DISCIPLINE: ARCHITECTURE & ENVIR. DESIGN
MAJOR FIELD: ARCHITECTURE & ENVIRONMENTAL DESIGN 040000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	49831	66	15	41540	67	15	34341	61	16	31834	10	7	30115	11	4	41454	205	17
HIGH SALARY	78181			65872			48265			36000			41844			78181		
LOW SALARY	34891			30500			15733			24500			11314			11314		
FAC MIX PCT	0.32			0.33			0.30			0.05			0.05			1.00		
SALARY FACTOR	1.00			1.03			1.02			0.98			1.16			1.02		
#1 AVERAGE SALARY	47333	43		41639	59		34539	53		31834	10		27210	2		40617	157	
HIGH SALARY	73538			65872			48265			36000			31500			73538		
LOW SALARY	34891			30500			23500			24500			22920			22920		
FAC MIX PCT	0.27			0.38			0.34			0.06			0.01			1.00		
SALARY FACTOR	0.95			1.03			1.03			0.98			1.04			1.00		
#2 AVERAGE SALARY	54502	23		40814	8		33030	8					30761	9		44190	48	
HIGH SALARY	78181			43452			40883						41844			78181		
LOW SALARY	39892			36959			15733						11314			11314		
FAC MIX PCT	0.48			0.17			0.17						0.19			1.00		
SALARY FACTOR	1.09			1.01			0.98						1.18			1.09		

FACULTY SALARY SURVEY

GROUP #1: NON-COLLECTIVE BARGAINING
GROUP #2: COLLECTIVE BARGAINING

DISCIPLINE: AREA AND ETHNIC STUDIES
MAJOR FIELD: AREA AND ETHNIC STUDIES 050000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	51499	65	24	42692	57	24	34397	43	18	30930	6	6	29727	18	7	42595	183	35
HIGH SALARY	67980			57575			43783			40000			41844			67980		
LOW SALARY	34647			31847			22215			22215			21070			21070		
FAC MIX PCT	0.36			0.31			0.23			0.03			0.10			1.00		
SALARY FACTOR	1.03			1.05			1.02			0.95			1.14			1.05		
#1 AVERAGE SALARY	48503	12		39192	15		33079	16		29533	3		25700	2		38901	45	
HIGH SALARY	67980			51033			43783			32000			27500			67980		
LOW SALARY	37905			31847			25000			26600			23900			23900		
FAC MIX PCT	0.27			0.33			0.36			0.07			0.04			1.00		
SALARY FACTOR	0.97			0.97			0.99			0.91			0.99			0.96		
#2 AVERAGE SALARY	52177	53		43941	42		35177	27		32326	3		30230	16		43800	138	
HIGH SALARY	64021			57575			41844			40000			41844			64021		
LOW SALARY	34647			32706			22215			22215			21070			21070		
FAC MIX PCT	0.38			0.30			0.20			0.02			0.12			1.00		
SALARY FACTOR	1.04			1.08			1.05			0.99			1.16			1.08		

DISCIPLINE: BUSINESS AND MANAGEMENT
MAJOR FIELD: BUSINESS AND MANAGEMENT 060000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	56309	547	98	46963	552	104	41873	622	99	43896	79	46	28429	166	62	46364	1887	114
HIGH SALARY	122823			73000			62300			62000			56500			122823		
LOW SALARY	30220			16800			22500			24662			14000			14000		
FAC MIX PCT	0.29			0.29			0.33			0.04			0.09			1.00		
SALARY FACTOR	1.13			1.16			1.25			1.35			1.09			1.14		
#1 AVERAGE SALARY	56069	337		47762	324		43144	392		46694	48		28828	120		46668	1173	
HIGH SALARY	96300			73000			61000			60000			56500			96300		
LOW SALARY	30220			16800			22500			24662			14000			14000		
FAC MIX PCT	0.29			0.28			0.33			0.04			0.10			1.00		
SALARY FACTOR	1.12			1.18			1.28			1.43			1.11			1.15		
#2 AVERAGE SALARY	56693	210		45827	228		39707	230		39563	31		27386	46		45863	714	
HIGH SALARY	122823			69387			62300			62000			50455			122823		
LOW SALARY	32000			29052			26083			26500			18720			18720		
FAC MIX PCT	0.29			0.32			0.32			0.04			0.06			1.00		
SALARY FACTOR	1.13			1.13			1.18			1.21			1.05			1.13		

FACULTY SALARY SURVEY

GROUP #1: NON-COLLECTIVE BARGAINING
GROUP #2: COLLECTIVE BARGAINING

DISCIPLINE: BUSINESS AND MANAGEMENT
MAJOR FIELD: ACCOUNTING 060201

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	58680	509	149	49198	565	171	42635	662	186	42799	77	59	28343	195	90	47341	1931	205
HIGH SALARY	106000			72000			71000			71000			53509			106000		
LOW SALARY	34201			29052			11897			25000			15597			11897		
FAC MIX PCT	0.26			0.29			0.34			0.04			0.10			1.00		
SALARY FACTOR	1.17			1.21			1.27			1.31			1.09			1.17		
#1 AVERAGE SALARY	58488	309		49519	339		43319	459		44765	55		28136	150		46908	1257	
HIGH SALARY	106000			72000			71000			71000			51999			106000		
LOW SALARY	34201			30750			11897			25000			15597			11897		
FAC MIX PCT	0.25			0.27			0.37			0.04			0.12			1.00		
SALARY FACTOR	1.17			1.22			1.29			1.37			1.08			1.16		
#2 AVERAGE SALARY	58975	200		48718	226		41087	203		37883	22		29030	45		48148	674	
HIGH SALARY	102193			69387			60000			60000			53509			102193		
LOW SALARY	38658			29052			26000			27000			20700			20700		
FAC MIX PCT	0.30			0.34			0.30			0.03			0.07			1.00		
SALARY FACTOR	1.18			1.20			1.22			1.16			1.11			1.19		

DISCIPLINE: BUSINESS AND MANAGEMENT
MAJOR FIELD: BUSINESS ADMN & MANAGEMENT, GENERAL 060401

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	55347	749	173	46298	831	181	40550	809	186	43373	143	85	27919	260	97	45297	2649	200
HIGH SALARY	106364			68340			59000			59000			58116			106364		
LOW SALARY	27516			23340			19140			24250			11309			11309		
FAC MIX PCT	0.28			0.31			0.31			0.05			0.10			1.00		
SALARY FACTOR	1.11			1.14			1.21			1.33			1.07			1.12		
#1 AVERAGE SALARY	54106	425		46139	503		40949	571		44927	99		27133	172		44435	1671	
HIGH SALARY	106364			68340			59000			59000			50560			106364		
LOW SALARY	27516			23340			19140			24250			17000			17000		
FAC MIX PCT	0.25			0.30			0.34			0.06			0.10			1.00		
SALARY FACTOR	1.08			1.14			1.22			1.38			1.04			1.09		
#2 AVERAGE SALARY	56974	324		46542	328		39590	238		39875	44		29454	88		46768	978	
HIGH SALARY	98950			64889			55723			51000			58116			98950		
LOW SALARY	33343			30142			20575			27900			11309			11309		
FAC MIX PCT	0.33			0.34			0.24			0.04			0.09			1.00		
SALARY FACTOR	1.14			1.15			1.18			1.22			1.13			1.15		

GROUP #1: NON-COLLECTIVE BARGAINING
GROUP #2: COLLECTIVE BARGAINING

FACULTY SALARY SURVEY

DISCIPLINE: BUSINESS AND MANAGEMENT
MAJOR FIELD: BUSINESS ECONOMICS 060501

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	52482	327	91	44543	295	100	39131	281	96	38518	40	36	27157	51	34	44740	954	118
HIGH SALARY	90918			70898			62728			59000			43375			90918		
LOW SALARY	36825			30495			25155			28008			18000			18000		
FAC MIX PCT	0.34			0.31			0.29			0.04			0.05			1.00		
SALARY FACTOR	1.05			1.10			1.17			1.18			1.04			1.10		
#1 AVERAGE SALARY	51727	253		44845	220		39457	218		38905	29		26879	46		44492	737	
HIGH SALARY	77854			70898			62728			59000			43375			77854		
LOW SALARY	36825			30495			25155			29000			18000			18000		
FAC MIX PCT	0.34			0.30			0.30			0.04			0.06			1.00		
SALARY FACTOR	1.03			1.11			1.17			1.19			1.03			1.10		
#2 AVERAGE SALARY	55066	74		43655	75		38003	63		37500	11		29719	5		45584	217	
HIGH SALARY	90918			58144			53278			42000			39000			90918		
LOW SALARY	40000			30610			26936			28008			20810			20810		
FAC MIX PCT	0.34			0.35			0.29			0.05			0.02			1.00		
SALARY FACTOR	1.10			1.08			1.13			1.15			1.14			1.12		

DISCIPLINE: BUSINESS AND MANAGEMENT
MAJOR FIELD: HOTEL/MOTEL MANAGEMENT 060701

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	52028	13	6	43521	16	6	41442	9	5	39750	2	2	22607	2	2	44772	40	10
HIGH SALARY	59891			49955			52000			52000			25000			59891		
LOW SALARY	43668			34215			27500			27500			20214			20214		
FAC MIX PCT	0.33			0.40			0.23			0.05			0.05			1.00		
SALARY FACTOR	1.04			1.07			1.23			1.22			0.87			1.10		
#1 AVERAGE SALARY	52809	2		46213	4		35872	2					25000	1		43024	9	
HIGH SALARY	57446			49889			43895						25000			57446		
LOW SALARY	48172			42505			27848						25000			25000		
FAC MIX PCT	0.22			0.44			0.22						0.11			1.00		
SALARY FACTOR	1.06			1.14			1.07						0.96			1.06		
#2 AVERAGE SALARY	51886	11		42624	12		43033	7		39750	2		20214	1		45280	31	
HIGH SALARY	59891			49955			52000			52000			20214			59891		
LOW SALARY	43668			34215			27500			27500			20214			20214		
FAC MIX PCT	0.35			0.39			0.23			0.06			0.03			1.00		
SALARY FACTOR	1.04			1.05			1.28			1.22			0.78			1.12		

FACULTY SALARY SURVEY

GROUP #1: NON-COLLECTIVE BARGAINING
GROUP #2: COLLECTIVE BARGAINING

DISCIPLINE: BUSINESS AND MANAGEMENT
MAJOR FIELD: MARKETING MANAGEMENT 061401

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	56608	263	82	47961	197	72	43864	219	83	45425	35	28	28393	74	46	47866	753	105
HIGH SALARY	113920			65200			59000			59000			53250			113920		
LOW SALARY	33666			31048			23769			27500			18000			18000		
FAC MIX PCT	0.35			0.26			0.29			0.05			0.10			1.00		
SALARY FACTOR	1.13			1.18			1.31			1.39			1.09			1.18		
#1 AVERAGE SALARY	56507	141		48089	119		44407	147		47352	22		28912	54		47243	461	
HIGH SALARY	113920			65200			59000			59000			53250			113920		
LOW SALARY	33666			31048			23769			37000			18000			18000		
FAC MIX PCT	0.31			0.26			0.32			0.05			0.12			1.00		
SALARY FACTOR	1.13			1.19			1.32			1.45			1.11			1.16		
#2 AVERAGE SALARY	56725	122		47766	78		42755	72		42163	13		26991	20		48850	292	
HIGH SALARY	84586			63736			57000			57000			38666			84586		
LOW SALARY	43000			35496			27500			27500			22885			22885		
FAC MIX PCT	0.42			0.27			0.25			0.04			0.07			1.00		
SALARY FACTOR	1.13			1.18			1.27			1.29			1.04			1.20		

DISCIPLINE: BUSINESS (ADMIN. SUPPORT)
MAJOR FIELD: SECRETARIAL & RELATED PROG, GEN 070601

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	47306	93	42	38517	119	46	32653	117	50	36088	12	12	24408	36	23	37485	365	64
HIGH SALARY	66084			59260			54000			54000			33749			66084		
LOW SALARY	25164			21875			19680			30000			17400			17400		
FAC MIX PCT	0.25			0.33			0.32			0.03			0.10			1.00		
SALARY FACTOR	0.95			0.95			0.97			1.11			0.94			0.92		
#1 AVERAGE SALARY	46797	71		37906	102		32374	98		36096	11		23291	27		36881	298	
HIGH SALARY	66084			59260			54000			54000			29358			66084		
LOW SALARY	25164			21875			19680			30000			17400			17400		
FAC MIX PCT	0.24			0.34			0.33			0.04			0.09			1.00		
SALARY FACTOR	0.94			0.94			0.96			1.11			0.89			0.91		
#2 AVERAGE SALARY	48948	22		42180	17		34091	19		36000	1		27760	9		40171	67	
HIGH SALARY	59188			52896			39600			36000			33749			59188		
LOW SALARY	36975			33353			27226			36000			24088			24088		
FAC MIX PCT	0.33			0.25			0.28			0.01			0.13			1.00		
SALARY FACTOR	0.98			1.04			1.02			1.11			1.07			0.99		

FACULTY SALARY SURVEY

GROUP #1: NON-COLLECTIVE BARGAINING
GROUP #2: COLLECTIVE BARGAINING

DISCIPLINE: COMMUNICATIONS
MAJOR FIELD: COMMUNICATIONS 090000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	48407	433	145	38976	493	147	31627	612	168	30393	116	77	25833	257	105	36863	1795	184
HIGH SALARY	71775			58847			46574			41844			58116			71775		
LOW SALARY	31780			26000			20709			21791			14000			14000		
FAC MIX PCT	0.24			0.27			0.34			0.06			0.14			1.00		
SALARY FACTOR	0.97			0.96			0.94			0.93			0.99			0.91		
#1 AVERAGE SALARY	45595	234		37666	292		30361	375		29612	71		25124	189		34680	1090	
HIGH SALARY	71775			57000			43647			38112			57000			71775		
LOW SALARY	31780			26000			20709			24000			14000			14000		
FAC MIX PCT	0.21			0.27			0.34			0.07			0.17			1.00		
SALARY FACTOR	0.91			0.93			0.90			0.91			0.96			0.85		
#2 AVERAGE SALARY	51713	199		40880	201		33629	237		31626	45		27804	68		40239	705	
HIGH SALARY	67688			58847			46574			41844			58116			67688		
LOW SALARY	33753			28026			21500			21791			18603			18603		
FAC MIX PCT	0.28			0.29			0.34			0.06			0.10			1.00		
SALARY FACTOR	1.03			1.01			1.00			0.97			1.07			0.99		

DISCIPLINE: COMMUNICATION TECHNOLOGIES
MAJOR FIELD: RADIO, TV PROD & BROADCASTING TECH 100104

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	50252	44	16	38842	41	18	32002	50	19	32570	3	3	26129	12	8	38892	147	22
HIGH SALARY	72875			53150			43464			34764			30192			72875		
LOW SALARY	35194			23700			19380			28500			23000			19380		
FAC MIX PCT	0.30			0.28			0.34			0.02			0.08			1.00		
SALARY FACTOR	1.00			0.96			0.95			1.00			1.00			0.96		
#1 AVERAGE SALARY	45189	20		33769	19		29891	27		31473	2		25886	9		34472	75	
HIGH SALARY	72875			49409			43464			34445			30192			72875		
LOW SALARY	35194			23700			19380			28500			23000			19380		
FAC MIX PCT	0.27			0.25			0.36			0.03			0.12			1.00		
SALARY FACTOR	0.90			0.83			0.89			0.97			0.99			0.85		
#2 AVERAGE SALARY	54471	24		43224	22		34479	23		34764	1		26860	3		43497	72	
HIGH SALARY	58116			53150			41844			34764			29556			58116		
LOW SALARY	48168			32436			26936			34764			24200			24200		
FAC MIX PCT	0.33			0.31			0.32			0.01			0.04			1.00		
SALARY FACTOR	1.09			1.07			1.03			1.07			1.03			1.07		

FACULTY SALARY SURVEY

GROUP #1: NON-COLLECTIVE BARGAINING
GROUP #2: COLLECTIVE BARGAINING

DISCIPLINE: COMPUTER & INFORMATION SCIENCE
MAJOR FIELD: COMPUTER & INFORMATION SCIENCES 110000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	55229	432	155	46270	568	184	40456	691	188	41417	115	75	29091	242	106	44043	1933	217
HIGH SALARY	118642			72060			65000			65000			60000			118642		
LOW SALARY	20413			25226			22000			22000			19008			19008		
FAC MIX PCT	0.22			0.29			0.36			0.06			0.13			1.00		
SALARY FACTOR	1.10			1.14			1.20			1.27			1.12			1.08		
#1 AVERAGE SALARY	54674	240		46195	368		40943	458		41906	84		28909	176		43447	1242	
HIGH SALARY	118642			72060			59020			59000			50000			118642		
LOW SALARY	20413			25226			22000			22000			19008			19008		
FAC MIX PCT	0.19			0.30			0.37			0.07			0.14			1.00		
SALARY FACTOR	1.09			1.14			1.22			1.29			1.11			1.07		
#2 AVERAGE SALARY	55922	192		46408	200		39498	233		40092	31		29574	66		45113	691	
HIGH SALARY	96955			67043			65000			65000			60000			96955		
LOW SALARY	33949			31311			24000			24000			21006			21006		
FAC MIX PCT	0.28			0.29			0.34			0.04			0.10			1.00		
SALARY FACTOR	1.12			1.15			1.18			1.23			1.14			1.11		

DISCIPLINE: EDUCATION
MAJOR FIELD: EDUCATION 130000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	48349	1062	143	39781	936	139	32515	889	148	32602	176	84	25833	225	67	39620	3112	157
HIGH SALARY	93780			73955			60664			59000			47549			93780		
LOW SALARY	18711			18000			19000			19000			12750			12750		
FAC MIX PCT	0.34			0.30			0.29			0.06			0.07			1.00		
SALARY FACTOR	0.97			0.98			0.97			1.00			0.99			0.98		
#1 AVERAGE SALARY	46763	654		38612	566		31498	570		31915	115		25070	151		38215	1941	
HIGH SALARY	93780			73663			59000			59000			47549			93780		
LOW SALARY	18711			18000			19000			19000			14400			14400		
FAC MIX PCT	0.34			0.29			0.29			0.06			0.08			1.00		
SALARY FACTOR	0.93			0.95			0.94			0.98			0.96			0.94		
#2 AVERAGE SALARY	50891	408		41571	370		34330	319		33897	61		27391	74		41949	1171	
HIGH SALARY	73127			73955			60664			49026			43569			73955		
LOW SALARY	23830			18958			19939			22400			12750			12750		
FAC MIX PCT	0.35			0.32			0.27			0.05			0.06			1.00		
SALARY FACTOR	1.02			1.03			1.02			1.04			1.05			1.03		

FACULTY SALARY SURVEY

GROUP #1: NON-COLLECTIVE BARGAINING
GROUP #2: COLLECTIVE BARGAINING

DISCIPLINE: EDUCATION
MAJOR FIELD: CURRICULUM AND INSTRUCTION 130301

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	47508	297	56	38776	225	55	31333	252	57	29792	50	28	24434	73	28	38387	847	62
HIGH SALARY	76203			73763			48567			38000			33450			76203		
LOW SALARY	32947			23000			23103			26000			18000			18000		
FAC MIX PCT	0.35			0.27			0.30			0.06			0.09			1.00		
SALARY FACTOR	0.95			0.96			0.93			0.91			0.94			0.95		
#1 AVERAGE SALARY	45891	211		37903	164		30325	181		29305	39		24229	58		37122	614	
HIGH SALARY	76203			73763			48567			34452			33450			76203		
LOW SALARY	32947			23000			23103			26000			18000			18000		
FAC MIX PCT	0.34			0.27			0.29			0.06			0.09			1.00		
SALARY FACTOR	0.92			0.94			0.90			0.90			0.93			0.91		
#2 AVERAGE SALARY	51475	86		41121	61		33903	71		31520	11		25224	15		41720	233	
HIGH SALARY	72004			52910			45310			38000			29696			72004		
LOW SALARY	37511			27225			26492			28000			19467			19467		
FAC MIX PCT	0.37			0.26			0.30			0.05			0.06			1.00		
SALARY FACTOR	1.03			1.02			1.01			0.97			0.97			1.03		

DISCIPLINE: EDUCATION
MAJOR FIELD: HIGHER EDUC ADMINISTRATION 130406

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	50045	167	44	40553	123	42	33060	69	29	30512	9	6	26211	7	4	43197	366	49
HIGH SALARY	80000			58595			51695			39500			31665			80000		
LOW SALARY	35301			26000			22716			25038			22104			22104		
FAC MIX PCT	0.46			0.34			0.19			0.02			0.02			1.00		
SALARY FACTOR	1.00			1.00			0.98			0.94			1.01			1.06		
#1 AVERAGE SALARY	49187	107		38966	78		31812	41		30962	7		26211	7		42017	233	
HIGH SALARY	80000			53220			41165			39500			31665			80000		
LOW SALARY	35301			26000			22716			25038			22104			22104		
FAC MIX PCT	0.46			0.33			0.18			0.03			0.03			1.00		
SALARY FACTOR	0.98			0.96			0.95			0.95			1.01			1.03		
#2 AVERAGE SALARY	51576	60		43305	45		34889	28		28936	2					45264	133	
HIGH SALARY	76671			58595			51695			30276						76671		
LOW SALARY	38304			30455			24430			27595						24430		
FAC MIX PCT	0.45			0.34			0.21			0.02						1.00		
SALARY FACTOR	1.03			1.07			1.04			0.89						1.11		

FACULTY SALARY SURVEY

GROUP #1: NON-COLLECTIVE BARGAINING
GROUP #2: COLLECTIVE BARGAINING

DISCIPLINE: EDUCATION
MAJOR FIELD: SPECIAL EDUCATION, GENERAL 131001

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	49300	263	82	39348	200	81	32392	177	80	30070	42	33	26287	48	27	40451	688	105
HIGH SALARY	73998			58144			44608			36000			37599			73998		
LOW SALARY	28605			27072			25000			25000			12000			12000		
FAC MIX PCT	0.38			0.29			0.26			0.06			0.07			1.00		
SALARY FACTOR	0.99			0.97			0.96			0.92			1.01			1.00		
#1 AVERAGE SALARY	46360	115		36630	91		31334	90		30314	21		24642	20		37904	316	
HIGH SALARY	64314			47541			40698			36000			33333			64314		
LOW SALARY	28605			27072			25362			25500			12000			12000		
FAC MIX PCT	0.36			0.29			0.28			0.07			0.06			1.00		
SALARY FACTOR	0.93			0.90			0.93			0.93			0.95			0.93		
#2 AVERAGE SALARY	51585	148		41617	109		33485	87		29826	21		27463	28		42615	372	
HIGH SALARY	73998			58144			44608			34764			37599			73998		
LOW SALARY	34659			28737			25000			25000			15399			15399		
FAC MIX PCT	0.40			0.29			0.23			0.06			0.08			1.00		
SALARY FACTOR	1.03			1.03			1.00			0.92			1.05			1.05		

DISCIPLINE: EDUCATION
MAJOR FIELD: STUDENT COUNSELING & PERSONNEL SERV 131101

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	48864	218	65	38326	150	58	31638	132	53	29687	28	19	28432	25	12	40549	525	72
HIGH SALARY	112808			52896			49770			38700			58116			112808		
LOW SALARY	19836			27000			18119			25164			15450			15450		
FAC MIX PCT	0.42			0.29			0.25			0.05			0.05			1.00		
SALARY FACTOR	0.98			0.95			0.94			0.91			1.09			1.00		
#1 AVERAGE SALARY	46401	132		36411	88		30347	85		30125	20		26005	17		38356	322	
HIGH SALARY	112808			51432			38889			38700			33765			112808		
LOW SALARY	19836			27000			18119			25164			15450			15450		
FAC MIX PCT	0.41			0.27			0.26			0.06			0.05			1.00		
SALARY FACTOR	0.93			0.90			0.90			0.92			1.00			0.94		
#2 AVERAGE SALARY	52645	86		41043	62		33972	47		28593	8		33591	8		44027	203	
HIGH SALARY	65777			52896			49770			31000			58116			65777		
LOW SALARY	34803			29124			27000			27000			26492			26492		
FAC MIX PCT	0.42			0.31			0.23			0.04			0.04			1.00		
SALARY FACTOR	1.05			1.01			1.01			0.88			1.29			1.08		

FACULTY SALARY SURVEY

GROUP #1: NON-COLLECTIVE BARGAINING
GROUP #2: COLLECTIVE BARGAINING

DISCIPLINE: EDUCATION
MAJOR FIELD: TEACHER EDUCATION, GENERAL PROGRAMS 131200

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	48754	663	102	38788	496	99	32062	590	106	31035	129	66	26005	120	48	39379	1869	108
HIGH SALARY	67434			54610			59000			59000			44310			67434		
LOW SALARY	26415			22800			19380			22000			14688			14688		
FAC MIX PCT	0.35			0.27			0.32			0.07			0.06			1.00		
SALARY FACTOR	0.97			0.96			0.95			0.95			1.00			0.97		
#1 AVERAGE SALARY	45496	362		36414	299		30426	309		30541	74		24771	60		37131	1030	
HIGH SALARY	66810			52896			59000			59000			34799			66810		
LOW SALARY	31445			22800			19380			22000			17400			17400		
FAC MIX PCT	0.35			0.29			0.30			0.07			0.06			1.00		
SALARY FACTOR	0.91			0.90			0.91			0.94			0.95			0.91		
#2 AVERAGE SALARY	52672	301		42393	197		33861	281		31700	55		27240	60		42139	839	
HIGH SALARY	67434			54610			45372			41844			44310			67434		
LOW SALARY	26415			28800			24083			24300			14688			14688		
FAC MIX PCT	0.36			0.23			0.33			0.07			0.07			1.00		
SALARY FACTOR	1.05			1.05			1.01			0.97			1.05			1.04		

DISCIPLINE: EDUCATION
MAJOR FIELD: INDUSTRIAL ARTS EDUCATION 131309

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	48155	146	46	40044	130	46	33699	137	48	34234	17	10	26328	30	20	39826	443	62
HIGH SALARY	72338			52896			48958			43000			33300			72338		
LOW SALARY	29561			26875			22786			26550			21069			21069		
FAC MIX PCT	0.33			0.29			0.31			0.04			0.07			1.00		
SALARY FACTOR	0.96			0.99			1.00			1.05			1.01			0.98		
#1 AVERAGE SALARY	45179	79		38384	71		33276	89		35418	13		26486	19		37826	258	
HIGH SALARY	66863			49549			48958			43000			31471			66863		
LOW SALARY	29561			26875			22786			29000			22590			22590		
FAC MIX PCT	0.31			0.28			0.34			0.05			0.07			1.00		
SALARY FACTOR	0.90			0.95			0.99			1.09			1.02			0.93		
#2 AVERAGE SALARY	51664	67		42042	59		34481	48		30388	4		26055	11		42614	185	
HIGH SALARY	72338			52896			41844			35502			33300			72338		
LOW SALARY	35379			30551			23770			26550			21069			21069		
FAC MIX PCT	0.36			0.32			0.26			0.02			0.06			1.00		
SALARY FACTOR	1.03			1.04			1.03			0.93			1.00			1.05		

FACULTY SALARY SURVEY

GROUP #1: NON-COLLECTIVE BARGAINING
GROUP #2: COLLECTIVE BARGAINING

DISCIPLINE: EDUCATION
MAJOR FIELD: PHYSICAL EDUCATION 131314

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	48190	664	181	39808	653	193	33017	843	205	30538	88	67	27419	484	134	37479	2644	224
HIGH SALARY	83027			63069			50446			41844			58116			83027		
LOW SALARY	27974			19608			19680			23004			15750			15750		
FAC MIX PCT	0.25			0.25			0.32			0.03			0.18			1.00		
SALARY FACTOR	0.96			0.98			0.98			0.94			1.05			0.92		
#1 AVERAGE SALARY	44967	375		37097	350		31792	504		30426	58		27443	334		35211	1563	
HIGH SALARY	83027			57353			50446			39814			54340			83027		
LOW SALARY	27974			19608			19680			23004			17025			17025		
FAC MIX PCT	0.24			0.22			0.32			0.04			0.21			1.00		
SALARY FACTOR	0.90			0.92			0.95			0.93			1.05			0.87		
#2 AVERAGE SALARY	52372	289		42938	303		34839	339		30753	30		27367	150		40759	1081	
HIGH SALARY	76257			63069			50305			41844			58116			76257		
LOW SALARY	34273			26001			22941			25000			15750			15750		
FAC MIX PCT	0.27			0.28			0.31			0.03			0.14			1.00		
SALARY FACTOR	1.05			1.06			1.04			0.94			1.05			1.00		

DISCIPLINE: EDUCATION
MAJOR FIELD: READING EDUCATION 131315

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	47629	75	29	38097	47	27	31953	54	28	33382	3	3	24921	22	11	38568	198	43
HIGH SALARY	65294			48291			39177			38700			32350			65294		
LOW SALARY	33930			28732			23063			27000			18000			18000		
FAC MIX PCT	0.38			0.24			0.27			0.02			0.11			1.00		
SALARY FACTOR	0.95			0.94			0.95			1.02			0.96			0.95		
#1 AVERAGE SALARY	45417	45		36234	31		31958	40		36573	2		24963	21		36274	137	
HIGH SALARY	65294			44900			39177			38700			32350			65294		
LOW SALARY	33930			30645			23063			34445			18000			18000		
FAC MIX PCT	0.33			0.23			0.29			0.01			0.15			1.00		
SALARY FACTOR	0.91			0.89			0.95			1.12			0.96			0.89		
#2 AVERAGE SALARY	50947	30		41705	16		31941	14		27000	1		24029	1		43719	61	
HIGH SALARY	58116			48291			38495			27000			24029			58116		
LOW SALARY	34224			28732			26836			27000			24029			24029		
FAC MIX PCT	0.49			0.26			0.23			0.02			0.02			1.00		
SALARY FACTOR	1.02			1.03			0.95			0.83			0.92			1.08		

FACULTY SALARY SURVEY

GROUP #1: NON-COLLECTIVE BARGAINING
GROUP #2: COLLECTIVE BARGAINING

DISCIPLINE: ENGINEERING
MAJOR FIELD: ENGINEERING 140000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	57756	854	68	47171	700	75	40799	594	75	41365	99	43	31856	66	33	49087	2214	80
HIGH SALARY	119000			74800			56442			50000			50000			119000		
LOW SALARY	36000			25710			22500			32750			11200			11200		
FAC MIX PCT	0.39			0.32			0.27			0.04			0.03			1.00		
SALARY FACTOR	1.15			1.16			1.21			1.27			1.22			1.21		
#1 AVERAGE SALARY	56966	443		47234	427		41093	412		41381	69		32615	53		47988	1335	
HIGH SALARY	119000			74800			56442			50000			50000			119000		
LOW SALARY	36000			32500			26833			32750			19000			19000		
FAC MIX PCT	0.33			0.32			0.31			0.05			0.04			1.00		
SALARY FACTOR	1.14			1.17			1.22			1.27			1.25			1.18		
#2 AVERAGE SALARY	58608	411		47071	273		40133	182		41329	30		28759	13		50758	879	
HIGH SALARY	117987			60400			49346			47456			37644			117987		
LOW SALARY	36192			25710			22500			35502			11200			11200		
FAC MIX PCT	0.47			0.31			0.21			0.03			0.01			1.00		
SALARY FACTOR	1.17			1.16			1.20			1.27			1.10			1.25		

DISCIPLINE: ENGINEERING TECHNOLOGIES
MAJOR FIELD: ENGINEERING RELATED TECHNOLOGIES 150000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	48228	261	65	40784	365	81	33896	393	77	33852	46	27	27427	105	41	38856	1124	85
HIGH SALARY	72970			61364			49275			42000			39993			72970		
LOW SALARY	32370			24597			21000			21000			16000			16000		
FAC MIX PCT	0.23			0.32			0.35			0.04			0.09			1.00		
SALARY FACTOR	0.96			1.01			1.01			1.04			1.05			0.96		
#1 AVERAGE SALARY	45886	178		38935	232		33474	260		32763	30		27199	71		37564	741	
HIGH SALARY	64412			61364			47500			39140			39993			64412		
LOW SALARY	32370			24597			21000			21000			18855			18855		
FAC MIX PCT	0.24			0.31			0.35			0.04			0.10			1.00		
SALARY FACTOR	0.92			0.96			1.00			1.01			1.04			0.93		
#2 AVERAGE SALARY	53251	83		44008	133		34720	133		35895	16		27904	34		41355	383	
HIGH SALARY	72970			58129			49275			42000			35200			72970		
LOW SALARY	33505			32693			24559			28149			16000			16000		
FAC MIX PCT	0.22			0.35			0.35			0.04			0.09			1.00		
SALARY FACTOR	1.06			1.09			1.03			1.10			1.07			1.02		

FACULTY SALARY SURVEY

GROUP #1: NON-COLLECTIVE BARGAINING
GROUP #2: COLLECTIVE BARGAINING

DISCIPLINE: FOREIGN LANGUAGES
MAJOR FIELD: FOREIGN LANGUAGES 160000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	49163	593	181	38415	607	195	30964	643	200	29134	116	85	24046	220	102	37649	2063	236
HIGH SALARY	90110			58129			45211			43587			41844			90110		
LOW SALARY	32000			20320			19380			23000			11200			11200		
FAC MIX PCT	0.29			0.29			0.31			0.06			0.11			1.00		
SALARY FACTOR	0.98			0.95			0.92			0.89			0.92			0.93		
#1 AVERAGE SALARY	45837	301		36338	360		30008	411		28413	75		23185	167		34772	1239	
HIGH SALARY	81680			54774			45211			43587			35375			81680		
LOW SALARY	32000			20320			19380			23000			11200			11200		
FAC MIX PCT	0.24			0.29			0.33			0.06			0.13			1.00		
SALARY FACTOR	0.92			0.90			0.89			0.87			0.89			0.86		
#2 AVERAGE SALARY	52592	292		41442	247		32659	232		30452	41		26758	53		41975	824	
HIGH SALARY	90110			58129			43728			39948			41844			90110		
LOW SALARY	32180			26001			21000			24000			18675			18675		
FAC MIX PCT	0.35			0.30			0.28			0.05			0.06			1.00		
SALARY FACTOR	1.05			1.02			0.97			0.93			1.03			1.03		

DISCIPLINE: ALLIED HEALTH
MAJOR FIELD: ALLIED HEALTH 170000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	49757	94	37	38643	172	50	32093	203	54	32047	24	15	26896	84	33	36343	553	67
HIGH SALARY	70110			58129			43831			36423			41471			70110		
LOW SALARY	36126			27500			20967			25208			18977			18977		
FAC MIX PCT	0.17			0.31			0.37			0.04			0.15			1.00		
SALARY FACTOR	0.99			0.95			0.96			0.98			1.03			0.89		
#1 AVERAGE SALARY	46674	54		37284	110		31461	150		31493	19		26828	75		34326	389	
HIGH SALARY	66990			51471			43831			36423			41471			66990		
LOW SALARY	36126			27500			20967			25208			18977			18977		
FAC MIX PCT	0.14			0.28			0.39			0.05			0.19			1.00		
SALARY FACTOR	0.93			0.92			0.94			0.97			1.03			0.85		
#2 AVERAGE SALARY	53919	40		41055	62		33882	53		34152	5		27459	9		41128	164	
HIGH SALARY	70110			58129			39948			36420			34764			70110		
LOW SALARY	42768			29700			24937			31729			21598			21598		
FAC MIX PCT	0.24			0.38			0.32			0.03			0.05			1.00		
SALARY FACTOR	1.08			1.01			1.01			1.05			1.05			1.01		

FACULTY SALARY SURVEY

GROUP #1: NON-COLLECTIVE BARGAINING
GROUP #2: COLLECTIVE BARGAINING

DISCIPLINE: ALLIED HEALTH
MAJOR FIELD: OCCUPATIONAL THERAPY 170807

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	49484	10	4	38807	20	6	33513	29	7	34517	3	2	27175	16	6	35702	75	10
HIGH SALARY	60540			47696			48599			36000			34072			60540		
LOW SALARY	38561			31451			19680			32550			14772			14772		
FAC MIX PCT	0.13			0.27			0.39			0.04			0.21			1.00		
SALARY FACTOR	0.99			0.96			1.00			1.06			1.04			0.88		
#1 AVERAGE SALARY	49238	6		38695	13		32811	19		35500	2		27602	15		34639	53	
HIGH SALARY	60540			47696			48599			36000			34072			60540		
LOW SALARY	38561			31451			19680			35000			14772			14772		
FAC MIX PCT	0.11			0.25			0.36			0.04			0.28			1.00		
SALARY FACTOR	0.98			0.96			0.98			1.09			1.06			0.85		
#2 AVERAGE SALARY	49853	4		39013	7		34847	10		32550	1		20777	1		38261	22	
HIGH SALARY	57704			44458			40897			32550			20777			57704		
LOW SALARY	41093			35692			31002			32550			20777			20777		
FAC MIX PCT	0.18			0.32			0.45			0.05			0.05			1.00		
SALARY FACTOR	1.00			0.96			1.04			1.00			0.80			0.94		

DISCIPLINE: ALLIED HEALTH
MAJOR FIELD: PHYSICAL THERAPY 170813

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	48466	16	11	40584	39	15	35270	51	17	35078	11	8	27507	21	8	37280	127	22
HIGH SALARY	62353			54237			48643			42225			40669			62353		
LOW SALARY	37027			25500			23602			31000			14772			14772		
FAC MIX PCT	0.13			0.31			0.40			0.09			0.17			1.00		
SALARY FACTOR	0.97			1.00			1.05			1.08			1.06			0.92		
#1 AVERAGE SALARY	46545	12		39226	25		34717	43		35283	10		25579	17		35740	97	
HIGH SALARY	62353			54237			48643			42225			32343			62353		
LOW SALARY	37027			25500			23602			31000			14772			14772		
FAC MIX PCT	0.12			0.26			0.44			0.10			0.18			1.00		
SALARY FACTOR	0.93			0.97			1.03			1.08			0.98			0.88		
#2 AVERAGE SALARY	54232	4		43009	14		38241	8		33030	1		35697	4		42259	30	
HIGH SALARY	61751			54200			42705			33030			40669			61751		
LOW SALARY	48168			31033			33030			33030			31007			31007		
FAC MIX PCT	0.13			0.47			0.27			0.03			0.13			1.00		
SALARY FACTOR	1.08			1.06			1.14			1.01			1.37			1.04		

FACULTY SALARY SURVEY

GROUP #1: NON-COLLECTIVE BARGAINING
GROUP #2: COLLECTIVE BARGAINING

DISCIPLINE: HEALTH SCIENCES
MAJOR FIELD: SPEECH PATHOLOGY/AUDIOLOGY 180103

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	50454	192	67	39505	167	67	32008	155	66	31128	32	25	26338	60	34	39766	574	84
HIGH SALARY	90110			56750			44246			39000			39080			90110		
LOW SALARY	37277			27077			20590			24894			19116			19116		
FAC MIX PCT	0.33			0.29			0.27			0.06			0.10			1.00		
SALARY FACTOR	1.01			0.98			0.95			0.96			1.01			0.98		
#1 AVERAGE SALARY	47728	105		37393	89		31168	88		31500	21		25358	38		37643	320	
HIGH SALARY	73072			56750			42304			39000			30014			73072		
LOW SALARY	37521			27077			20590			24894			19116			19116		
FAC MIX PCT	0.33			0.28			0.28			0.07			0.12			1.00		
SALARY FACTOR	0.95			0.92			0.93			0.97			0.97			0.93		
#2 AVERAGE SALARY	53743	87		41915	78		33110	67		30416	11		28030	22		42441	254	
HIGH SALARY	90110			52896			44246			34377			39080			90110		
LOW SALARY	37277			31041			24841			26505			20448			20448		
FAC MIX PCT	0.34			0.31			0.26			0.04			0.09			1.00		
SALARY FACTOR	1.07			1.03			0.99			0.93			1.08			1.05		

DISCIPLINE: HEALTH SCIENCES
MAJOR FIELD: NURSING, GENERAL 181101

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	49137	248	105	39425	741	165	32380	1374	172	31044	140	70	27391	493	113	34801	2856	178
HIGH SALARY	83054			64071			58062			48118			52896			83054		
LOW SALARY	33062			23340			16000			20428			16128			16000		
FAC MIX PCT	0.09			0.26			0.48			0.05			0.17			1.00		
SALARY FACTOR	0.98			0.97			0.96			0.95			1.05			0.86		
#1 AVERAGE SALARY	45732	133		38451	482		31439	993		30826	104		26851	402		33148	2010	
HIGH SALARY	69000			64071			58062			48118			42905			69000		
LOW SALARY	33062			23340			16000			20428			16128			16000		
FAC MIX PCT	0.07			0.24			0.49			0.05			0.20			1.00		
SALARY FACTOR	0.91			0.95			0.94			0.95			1.03			0.82		
#2 AVERAGE SALARY	53076	115		41239	259		34832	381		31676	36		29779	91		38730	846	
HIGH SALARY	83054			58144			52136			39948			52896			83054		
LOW SALARY	33154			26766			23857			25600			19115			19115		
FAC MIX PCT	0.14			0.31			0.45			0.04			0.11			1.00		
SALARY FACTOR	1.06			1.02			1.04			0.97			1.14			0.95		

FACULTY SALARY SURVEY

GROUP #1: NON-COLLECTIVE BARGAINING
GROUP #2: COLLECTIVE BARGAINING

DISCIPLINE: HOME ECONOMICS
MAJOR FIELD: HOME ECONOMICS 190000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	48723	176	66	38795	258	83	32573	342	94	32157	48	30	24297	111	56	36551	887	104
HIGH SALARY	88171			73955			60664			46000			54115			88171		
LOW SALARY	31544			28025			18000			18000			13500			13500		
FAC MIX PCT	0.20			0.29			0.39			0.05			0.13			1.00		
SALARY FACTOR	0.97			0.96			0.97			0.99			0.93			0.90		
#1 AVERAGE SALARY	47268	107		37537	162		31661	239		32289	36		23599	82		34984	590	
HIGH SALARY	88171			59702			50168			46000			38000			88171		
LOW SALARY	31544			28025			19800			26000			17100			17100		
FAC MIX PCT	0.18			0.27			0.41			0.06			0.14			1.00		
SALARY FACTOR	0.94			0.93			0.94			0.99			0.91			0.86		
#2 AVERAGE SALARY	50979	69		40917	96		34691	103		31761	12		26271	29		39665	297	
HIGH SALARY	78584			73955			60664			41844			54115			78584		
LOW SALARY	34722			29115			18000			18000			13500			13500		
FAC MIX PCT	0.23			0.32			0.35			0.04			0.10			1.00		
SALARY FACTOR	1.02			1.01			1.03			0.97			1.01			0.98		

DISCIPLINE: LETTERS
MAJOR FIELD: LETTERS 230000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	47697	1999	256	38268	1523	257	30246	1682	261	28296	262	150	22746	895	163	36868	6099	270
HIGH SALARY	90110			73955			58373			41598			41844			90110		
LOW SALARY	16978			22150			16200			16200			9700			9700		
FAC MIX PCT	0.33			0.25			0.28			0.04			0.15			1.00		
SALARY FACTOR	0.95			0.94			0.90			0.87			0.87			0.91		
#1 AVERAGE SALARY	44787	1092		36466	898		29117	1094		27645	164		21935	675		34135	3759	
HIGH SALARY	82326			69554			55113			41598			37842			82326		
LOW SALARY	16978			22150			16200			16200			10236			10236		
FAC MIX PCT	0.29			0.24			0.29			0.04			0.18			1.00		
SALARY FACTOR	0.90			0.90			0.87			0.85			0.84			0.84		
#2 AVERAGE SALARY	51200	907		40857	625		32346	588		29387	98		25237	220		41259	2340	
HIGH SALARY	90110			73955			58373			39948			41844			90110		
LOW SALARY	26648			26450			20000			20000			9700			9700		
FAC MIX PCT	0.39			0.27			0.25			0.04			0.09			1.00		
SALARY FACTOR	1.02			1.01			0.96			0.90			0.97			1.02		

FACULTY SALARY SURVEY

GROUP #1: NON-COLLECTIVE BARGAINING
GROUP #2: COLLECTIVE BARGAINING

DISCIPLINE: LIBRARY AND ARCHIVAL SCIENCES
MAJOR FIELD: LIBRARY AND ARCHIVAL SCIENCES 250000

GROUP		PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL	AVERAGE SALARY	49104	95	34	39037	115	42	32282	161	47	28060	14	14	26205	59	21	36971	430	56
	HIGH SALARY	76863			60664			63069			36096			48456			76863		
	LOW SALARY	33489			26065			22218			22909			17423			17423		
	FAC MIX PCT	0.22			0.27			0.37			0.03			0.14			1.00		
	SALARY FACTOR	0.98			0.96			0.96			0.86			1.01			0.91		
#1	AVERAGE SALARY	47939	62		36828	57		29957	78		27889	8		24162	36		35527	233	
	HIGH SALARY	67338			45940			48800			34000			35640			67338		
	LOW SALARY	34065			26065			22218			23500			17423			17423		
	FAC MIX PCT	0.27			0.24			0.33			0.03			0.15			1.00		
	SALARY FACTOR	0.96			0.91			0.89			0.86			0.93			0.87		
#2	AVERAGE SALARY	51293	33		41208	58		34466	83		28287	6		29404	23		38678	197	
	HIGH SALARY	76863			60664			63069			36096			48456			76863		
	LOW SALARY	33489			27200			22365			22909			19000			19000		
	FAC MIX PCT	0.17			0.29			0.42			0.03			0.12			1.00		
	SALARY FACTOR	1.03			1.02			1.03			0.87			1.13			0.95		

DISCIPLINE: LIFE SCIENCES
MAJOR FIELD: LIFE SCIENCES 260000

GROUP		PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL	AVERAGE SALARY	49247	1789	255	39918	930	237	32287	776	213	30553	134	101	24321	136	69	42299	3631	267
	HIGH SALARY	114248			73955			60664			43388			58116			114248		
	LOW SALARY	27438			15931			19380			22000			13000			13000		
	FAC MIX PCT	0.49			0.26			0.21			0.04			0.04			1.00		
	SALARY FACTOR	0.98			0.99			0.96			0.94			0.93			1.04		
#1	AVERAGE SALARY	47244	1021		38620	580		31543	529		30207	94		23454	98		40224	2228	
	HIGH SALARY	114248			61276			54295			41250			38620			114248		
	LOW SALARY	27438			15931			19380			23210			13000			13000		
	FAC MIX PCT	0.46			0.26			0.24			0.04			0.04			1.00		
	SALARY FACTOR	0.94			0.95			0.94			0.93			0.90			0.99		
#2	AVERAGE SALARY	51910	768		42068	350		33880	247		31367	40		26557	38		45593	1403	
	HIGH SALARY	95478			73955			60664			43388			58116			95478		
	LOW SALARY	30684			18376			22000			22000			15300			15300		
	FAC MIX PCT	0.55			0.25			0.18			0.03			0.03			1.00		
	SALARY FACTOR	1.04			1.04			1.01			0.96			1.02			1.12		

FACULTY SALARY SURVEY

GROUP #1: NON-COLLECTIVE BARGAINING
GROUP #2: COLLECTIVE BARGAINING

DISCIPLINE: MATHEMATICS
MAJOR FIELD: MATHEMATICS 270000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	50379	1360	243	40386	1255	250	33327	1258	250	33029	220	126	24776	506	157	39657	4379	269
HIGH SALARY	120000			73955			76000			76000			52896			120000		
LOW SALARY	26676			23700			18792			19845			15075			15075		
FAC MIX PCT	0.31			0.29			0.29			0.05			0.12			1.00		
SALARY FACTOR	1.01			1.00			0.99			1.01			0.95			0.98		
#1 AVERAGE SALARY	47946	750		38828	745		32588	853		33074	155		24041	386		37294	2734	
HIGH SALARY	102338			64440			76000			76000			45624			102338		
LOW SALARY	26676			23700			18792			19845			15075			15075		
FAC MIX PCT	0.27			0.27			0.31			0.06			0.14			1.00		
SALARY FACTOR	0.96			0.96			0.97			1.02			0.92			0.92		
#2 AVERAGE SALARY	53370	610		42663	510		34883	405		32920	65		27139	120		43585	1645	
HIGH SALARY	120000			73955			52465			47576			52896			120000		
LOW SALARY	29409			27864			21000			21000			17000			17000		
FAC MIX PCT	0.37			0.31			0.25			0.04			0.07			1.00		
SALARY FACTOR	1.07			1.05			1.04			1.01			1.04			1.01		

DISCIPLINE: MULTI/INTERDISCIPLINARY STUDY
MAJOR FIELD: MULTI/INTERDISCIPLINARY STUDIES 300000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	49826	111	34	40848	101	30	33095	74	27	29638	4	4	29124	16	9	41626	302	46
HIGH SALARY	105171			55179			41844			34000			41844			105171		
LOW SALARY	34771			26000			24000			26000			18000			18000		
FAC MIX PCT	0.37			0.33			0.25			0.01			0.05			1.00		
SALARY FACTOR	1.00			1.01			0.99			0.91			1.12			1.03		
#1 AVERAGE SALARY	47096	50		39748	68		31899	49		29638	4		26479	9		38971	176	
HIGH SALARY	105171			52829			39964			34000			35500			105171		
LOW SALARY	34771			26000			24000			26000			18000			18000		
FAC MIX PCT	0.28			0.39			0.28			0.02			0.05			1.00		
SALARY FACTOR	0.94			0.98			0.95			0.91			1.02			0.96		
#2 AVERAGE SALARY	52064	61		43114	33		35439	25					32524	7		45335	126	
HIGH SALARY	79717			55179			41844						41844			79717		
LOW SALARY	36237			30153			26492						29207			26492		
FAC MIX PCT	0.48			0.26			0.20						0.06			1.00		
SALARY FACTOR	1.04			1.06			1.06						1.25			1.12		

FACULTY SALARY SURVEY

GROUP #1: NON-COLLECTIVE BARGAINING
GROUP #2: COLLECTIVE BARGAINING

DISCIPLINE: PHILOSOPHY AND RELIGION
MAJOR FIELD: PHILOSOPHY AND RELIGION 380000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	49922	461	154	39169	295	123	31007	236	114	28740	56	44	26679	41	30	41607	1033	184
HIGH SALARY	90110			76000			64029			41844			41844			90110		
LOW SALARY	30000			25000			15000			15000			13330			13330		
FAC MIX PCT	0.45			0.29			0.23			0.05			0.04			1.00		
SALARY FACTOR	1.00			0.97			0.92			0.88			1.02			1.02		
#1 AVERAGE SALARY	47173	222		37783	163		29811	127		26268	27		24908	24		39206	536	
HIGH SALARY	86086			76000			45070			34000			41844			86086		
LOW SALARY	30000			25000			15000			15000			13330			13330		
FAC MIX PCT	0.41			0.30			0.24			0.05			0.04			1.00		
SALARY FACTOR	0.94			0.93			0.89			0.81			0.96			0.97		
#2 AVERAGE SALARY	52475	239		40880	132		32399	109		31042	29		29180	17		44195	497	
HIGH SALARY	90110			52896			64029			41844			41844			90110		
LOW SALARY	34270			27817			21600			21600			20000			20000		
FAC MIX PCT	0.48			0.27			0.22			0.06			0.03			1.00		
SALARY FACTOR	1.05			1.01			0.96			0.95			1.12			1.09		

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: PHYSICAL SCIENCES 400000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	48108	253	60	38822	142	55	32324	125	49	34813	25	15	23615	26	17	40913	546	68
HIGH SALARY	90626			56730			80000			80000			33192			90626		
LOW SALARY	22103			26075			24500			24500			17850			17850		
FAC MIX PCT	0.46			0.26			0.23			0.05			0.05			1.00		
SALARY FACTOR	0.96			0.96			0.96			1.07			0.91			1.01		
#1 AVERAGE SALARY	44798	141		37480	90		32044	84		34717	20		23025	23		38198	338	
HIGH SALARY	75490			56730			80000			80000			29916			80000		
LOW SALARY	22103			26075			25000			25000			17850			17850		
FAC MIX PCT	0.42			0.27			0.25			0.06			0.07			1.00		
SALARY FACTOR	0.90			0.93			0.95			1.07			0.88			0.94		
#2 AVERAGE SALARY	52276	112		41146	52		32897	41		35200	5		28134	3		45325	208	
HIGH SALARY	90626			55894			46158			45000			33192			90626		
LOW SALARY	36070			30176			24500			24500			22946			22946		
FAC MIX PCT	0.54			0.25			0.20			0.02			0.01			1.00		
SALARY FACTOR	1.04			1.02			0.98			1.08			1.08			1.12		

FACULTY SALARY SURVEY

GROUP #1: NON-COLLECTIVE BARGAINING
GROUP #2: COLLECTIVE BARGAINING

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: CHEMISTRY, GENERAL 400501

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	50301	1065	215	39355	489	188	32171	421	176	30720	96	74	25131	67	44	43116	2042	235
HIGH SALARY	109018			71030			50263			40000			41844			109018		
LOW SALARY	22108			23700			19039			22000			17000			17000		
FAC MIX PCT	0.52			0.24			0.21			0.05			0.03			1.00		
SALARY FACTOR	1.01			0.97			0.96			0.94			0.96			1.06		
#1 AVERAGE SALARY	47823	604		37984	322		31629	276		31007	65		24695	55		40734	1257	
HIGH SALARY	109018			53431			50263			40000			41844			109018		
LOW SALARY	22108			23700			19039			22000			17400			17400		
FAC MIX PCT	0.48			0.26			0.22			0.05			0.04			1.00		
SALARY FACTOR	0.96			0.94			0.94			0.95			0.95			1.00		
#2 AVERAGE SALARY	53549	461		41999	167		33204	145		30119	31		27132	12		46930	785	
HIGH SALARY	97360			71030			49026			36200			36097			97360		
LOW SALARY	33000			29367			22500			22500			17000			17000		
FAC MIX PCT	0.59			0.21			0.18			0.04			0.02			1.00		
SALARY FACTOR	1.07			1.04			0.99			0.92			1.04			1.16		

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: GEOLOGY 400601

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	49173	346	105	39065	203	95	31954	127	72	31264	22	17	27978	23	16	42411	699	132
HIGH SALARY	80626			58144			41844			37000			36420			80626		
LOW SALARY	34398			29240			18359			24000			16756			16756		
FAC MIX PCT	0.49			0.29			0.18			0.03			0.03			1.00		
SALARY FACTOR	0.98			0.96			0.95			0.96			1.07			1.04		
#1 AVERAGE SALARY	47063	205		37761	135		31109	81		30394	16		26118	15		40498	436	
HIGH SALARY	77340			51325			41307			36999			36175			77340		
LOW SALARY	34800			29293			18359			24000			16756			16756		
FAC MIX PCT	0.47			0.31			0.19			0.04			0.03			1.00		
SALARY FACTOR	0.94			0.93			0.93			0.93			1.00			1.00		
#2 AVERAGE SALARY	52241	141		41653	68		33442	46		33583	6		31465	8		45583	263	
HIGH SALARY	80626			58144			41844			37000			36420			80626		
LOW SALARY	34398			29240			26500			32000			27708			26500		
FAC MIX PCT	0.54			0.26			0.17			0.02			0.03			1.00		
SALARY FACTOR	1.04			1.03			1.00			1.03			1.21			1.12		

FACULTY SALARY SURVEY

GROUP #1: NON-COLLECTIVE BARGAINING
GROUP #2: COLLECTIVE BARGAINING

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: PHYSICS, GENERAL 400801

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	51117	723	196	40408	375	158	34042	280	143	32586	66	51	27452	57	29	44046	1435	216
HIGH SALARY	97360			61539			80000			80000			58116			97360		
LOW SALARY	22103			17000			18875			19500			21456			17000		
FAC MIX PCT	0.50			0.26			0.20			0.05			0.04			1.00		
SALARY FACTOR	1.02			1.00			1.01			1.00			1.05			1.08		
#1 AVERAGE SALARY	48559	380		38617	228		33337	171		33355	42		25827	28		41736	807	
HIGH SALARY	91073			55881			80000			80000			33067			91073		
LOW SALARY	22103			17000			18875			22000			21456			17000		
FAC MIX PCT	0.47			0.28			0.21			0.05			0.03			1.00		
SALARY FACTOR	0.97			0.95			0.99			1.02			0.99			1.03		
#2 AVERAGE SALARY	53950	343		43185	147		35148	109		31241	24		29021	29		47015	628	
HIGH SALARY	97360			61539			63300			45000			58116			97360		
LOW SALARY	33292			27583			19500			19500			24029			19500		
FAC MIX PCT	0.55			0.23			0.17			0.04			0.05			1.00		
SALARY FACTOR	1.08			1.07			1.05			0.96			1.11			1.16		

DISCIPLINE: PSYCHOLOGY
MAJOR FIELD: PSYCHOLOGY 420000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	49892	1384	230	39597	885	227	31863	745	220	30607	144	102	26904	90	59	41963	3104	257
HIGH SALARY	115000			68098			52225			42000			46591			115000		
LOW SALARY	25000			18669			22000			22000			16808			16808		
FAC MIX PCT	0.45			0.29			0.24			0.05			0.03			1.00		
SALARY FACTOR	1.00			0.98			0.95			0.94			1.03			1.03		
#1 AVERAGE SALARY	46893	714		37657	499		30884	475		30421	100		25926	53		39239	1741	
HIGH SALARY	115000			68098			52225			42000			46591			115000		
LOW SALARY	25000			24097			22000			22000			18000			18000		
FAC MIX PCT	0.41			0.29			0.27			0.06			0.03			1.00		
SALARY FACTOR	0.94			0.93			0.92			0.93			1.00			0.97		
#2 AVERAGE SALARY	53089	670		42105	386		33587	270		31031	44		28305	37		45442	1363	
HIGH SALARY	111581			58129			51885			40390			41844			111581		
LOW SALARY	34084			18669			24657			26000			16808			16808		
FAC MIX PCT	0.49			0.28			0.20			0.03			0.03			1.00		
SALARY FACTOR	1.06			1.04			1.00			0.95			1.09			1.12		

FACULTY SALARY SURVEY

GROUP #1: NON-COLLECTIVE BARGAINING
GROUP #2: COLLECTIVE BARGAINING

DISCIPLINE: PROTECTIVE SERVICES
MAJOR FIELD: PROTECTIVE SERVICES 430000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	47688	124	57	38927	157	69	31249	183	63	29730	38	26	26227	35	22	37397	499	81
HIGH SALARY	64798			55451			44176			37041			37385			64798		
LOW SALARY	33119			28584			19200			19200			16826			16826		
FAC MIX PCT	0.25			0.31			0.37			0.08			0.07			1.00		
SALARY FACTOR	0.95			0.96			0.93			0.91			1.01			0.92		
#1 AVERAGE SALARY	44341	66		37847	96		30793	121		29675	31		25893	33		35253	316	
HIGH SALARY	64798			55451			44176			37041			37385			64798		
LOW SALARY	33119			28584			19200			19200			16826			16826		
FAC MIX PCT	0.21			0.30			0.38			0.10			0.10			1.00		
SALARY FACTOR	0.89			0.93			0.92			0.91			0.99			0.87		
#2 AVERAGE SALARY	51495	58		40627	61		32139	62		29973	7		31737	2		41098	183	
HIGH SALARY	62063			55179			38529			35000			36420			62063		
LOW SALARY	35154			31365			26000			26000			27054			26000		
FAC MIX PCT	0.32			0.33			0.34			0.04			0.01			1.00		
SALARY FACTOR	1.03			1.00			0.96			0.92			1.22			1.01		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: SOCIAL SCIENCES 450000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	46296	353	78	37360	358	75	30506	303	74	30487	54	30	24376	70	29	37515	1084	91
HIGH SALARY	109000			73089			49026			43500			36365			109000		
LOW SALARY	25500			23340			17400			17400			17400			17400		
FAC MIX PCT	0.33			0.33			0.28			0.05			0.06			1.00		
SALARY FACTOR	0.93			0.92			0.91			0.94			0.94			0.92		
#1 AVERAGE SALARY	43527	206		35640	182		29324	185		29119	32		23259	47		35437	620	
HIGH SALARY	109000			57180			43500			43500			32020			109000		
LOW SALARY	25500			23340			17400			17400			17400			17400		
FAC MIX PCT	0.33			0.29			0.30			0.05			0.08			1.00		
SALARY FACTOR	0.87			0.88			0.87			0.89			0.89			0.87		
#2 AVERAGE SALARY	50176	147		39138	176		32360	118		32476	22		26659	23		40292	464	
HIGH SALARY	80116			73089			49026			38000			36365			80116		
LOW SALARY	35088			28072			23644			23000			19000			19000		
FAC MIX PCT	0.32			0.38			0.25			0.05			0.05			1.00		
SALARY FACTOR	1.00			0.97			0.96			1.00			1.02			0.99		

FACULTY SALARY SURVEY

GROUP #1: NON-COLLECTIVE BARGAINING
GROUP #2: COLLECTIVE BARGAINING

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: ANTHROPOLOGY 450201

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	50005	238	78	38965	141	70	31694	103	58	29123	22	19	26550	7	7	42628	489	101
HIGH SALARY	97360			73955			46176			38112			43051			97360		
LOW SALARY	35236			29484			20241			24500			19000			19000		
FAC MIX PCT	0.49			0.29			0.21			0.04			0.01			1.00		
SALARY FACTOR	1.00			0.96			0.94			0.89			1.02			1.05		
#1 AVERAGE SALARY	45855	92		36397	79		29902	59		28402	13		22138	4		38234	234	
HIGH SALARY	63441			50250			36000			36000			26857			63441		
LOW SALARY	35236			29925			20241			24500			19000			19000		
FAC MIX PCT	0.39			0.34			0.25			0.06			0.02			1.00		
SALARY FACTOR	0.92			0.90			0.89			0.87			0.85			0.94		
#2 AVERAGE SALARY	52619	146		42237	62		34097	44		30163	9		32431	3		46661	255	
HIGH SALARY	97360			73955			46176			38112			43051			97360		
LOW SALARY	37294			29484			24390			27000			21051			21051		
FAC MIX PCT	0.57			0.24			0.17			0.04			0.01			1.00		
SALARY FACTOR	1.05			1.04			1.02			0.93			1.24			1.15		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: ECONOMICS 450601

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	53447	388	99	42574	289	96	36452	258	83	37174	43	30	29901	47	28	44654	982	111
HIGH SALARY	146774			65858			51665			50000			62980			146774		
LOW SALARY	32424			28834			22293			29850			16650			16650		
FAC MIX PCT	0.40			0.29			0.26			0.04			0.05			1.00		
SALARY FACTOR	1.07			1.05			1.09			1.14			1.15			1.10		
#1 AVERAGE SALARY	53037	169		42324	131		36569	128		37732	27		27860	27		43825	455	
HIGH SALARY	146774			59000			51665			50000			39573			146774		
LOW SALARY	37512			28834			22293			30600			20000			20000		
FAC MIX PCT	0.37			0.29			0.28			0.06			0.06			1.00		
SALARY FACTOR	1.06			1.05			1.09			1.16			1.07			1.08		
#2 AVERAGE SALARY	53763	219		42782	158		36336	130		36232	16		32657	20		45370	527	
HIGH SALARY	90110			65858			45300			40000			62980			90110		
LOW SALARY	32424			30807			28990			29850			16650			16650		
FAC MIX PCT	0.42			0.30			0.25			0.03			0.04			1.00		
SALARY FACTOR	1.07			1.06			1.08			1.11			1.25			1.12		

FACULTY SALARY SURVEY

GROUP #1: NON-COLLECTIVE BARGAINING
GROUP #2: COLLECTIVE BARGAINING

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: GEOGRAPHY 450701

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	50249	333	111	39688	222	97	32243	198	96	31114	37	33	28201	25	19	41944	778	133
HIGH SALARY	81600			52896			41844			40000			52896			81600		
LOW SALARY	29500			29808			22200			24751			18000			18000		
FAC MIX PCT	0.43			0.29			0.25			0.05			0.03			1.00		
SALARY FACTOR	1.00			0.98			0.96			0.96			1.08			1.03		
#1 AVERAGE SALARY	47711	160		38413	118		31210	108		31449	21		25436	13		39769	399	
HIGH SALARY	81600			51728			40529			40000			39936			81600		
LOW SALARY	29500			29808			22200			24751			18000			18000		
FAC MIX PCT	0.40			0.30			0.27			0.05			0.03			1.00		
SALARY FACTOR	0.95			0.95			0.93			0.97			0.98			0.98		
#2 AVERAGE SALARY	52595	173		41135	104		33482	90		30675	16		31196	12		44234	379	
HIGH SALARY	73955			52896			41844			37000			52896			73955		
LOW SALARY	32643			31185			24597			25000			22619			22619		
FAC MIX PCT	0.46			0.27			0.24			0.04			0.03			1.00		
SALARY FACTOR	1.05			1.02			1.00			0.94			1.20			1.09		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: HISTORY 450801

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	49033	1362	232	38862	614	195	30108	498	178	27764	103	68	25126	67	45	42236	2541	241
HIGH SALARY	97360			63069			49026			38000			43501			97360		
LOW SALARY	23127			23340			14525			20250			10000			10000		
FAC MIX PCT	0.54			0.24			0.20			0.04			0.03			1.00		
SALARY FACTOR	0.98			0.96			0.90			0.85			0.96			1.04		
#1 AVERAGE SALARY	46214	765		37081	386		29191	331		27659	72		23798	44		39564	1526	
HIGH SALARY	95707			58400			44062			38000			36000			95707		
LOW SALARY	23127			23340			20250			20250			10000			10000		
FAC MIX PCT	0.50			0.25			0.22			0.05			0.03			1.00		
SALARY FACTOR	0.92			0.92			0.87			0.85			0.91			0.97		
#2 AVERAGE SALARY	52647	597		41877	228		31927	167		28008	31		27666	23		46252	1015	
HIGH SALARY	97360			63069			49026			31760			43501			97360		
LOW SALARY	28008			28072			14525			23500			19000			14525		
FAC MIX PCT	0.59			0.22			0.16			0.03			0.02			1.00		
SALARY FACTOR	1.05			1.03			0.95			0.86			1.06			1.14		

FACULTY SALARY SURVEY

GROUP #1: NON-COLLECTIVE BARGAINING
GROUP #2: COLLECTIVE BARGAINING

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: POLITICAL SCIENCE & GOVERNMENT 451001

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
GROUP	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	50105	722	196	39122	445	182	31145	427	171	29835	103	73	26561	57	39	41428	1651	222
HIGH SALARY	90451			58043			45750			43020			41844			90451		
LOW SALARY	33672			18826			20000			20000			19152			18826		
FAC MIX PCT	0.44			0.27			0.26			0.06			0.03			1.00		
SALARY FACTOR	1.00			0.97			0.93			0.92			1.02			1.02		
#1 AVERAGE SALARY	47244	380		38096	276		30606	291		29520	75		25972	42		38892	989	
HIGH SALARY	90451			57931			45750			43020			34066			90451		
LOW SALARY	33672			18826			21000			21456			19152			18826		
FAC MIX PCT	0.38			0.28			0 29			0.08			0.04			1.00		
SALARY FACTOR	0.94			0.94			0 91			0.91			1.00			0.96		
#2 AVERAGE SALARY	53283	342		40798	169		32297	136		30677	28		28212	15		45216	662	
HIGH SALARY	90110			58043			44683			38000			41844			90110		
LOW SALARY	34109			26100			20000			20000			21500			20000		
FAC MIX PCT	0.52			0.26			0.21			0.04			0.02			1.00		
SALARY FACTOR	1.06			1.01			0.96			0.94			1.08			1.11		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: SOCIOLOGY 451101

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
GROUP	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	49428	692	172	39175	566	192	31543	407	159	29799	79	66	25773	68	45	40951	1733	214
HIGH SALARY	96254			73955			46176			41844			50958			96254		
LOW SALARY	30000			16452			22479			24000			19000			16452		
FAC MIX PCT	0.40			0.33			0.23			0.05			0.04			1.00		
SALARY FACTOR	0.99			0.97			0.94			0.91			0.99			1.01		
#1 AVERAGE SALARY	46644	359		37671	339		30409	273		29105	53		23704	49		38214	1020	
HIGH SALARY	80496			60686			45795			38450			31141			80496		
LOW SALARY	30000			16452			22479			24000			19000			16452		
FAC MIX PCT	0.35			0.33			0.27			0.05			0.05			1.00		
SALARY FACTOR	0.93			0.93			0.91			0.89			0.91			0.94		
#2 AVERAGE SALARY	52429	333		41422	227		33853	134		31213	26		31111	19		44865	713	
HIGH SALARY	96254			73955			46176			41844			50958			96254		
LOW SALARY	34722			27712			23844			24500			20817			20817		
FAC MIX PCT	0.47			0.32			0.19			0.04			0.03			1.00		
SALARY FACTOR	1.05			1.02			1.01			0.96			1.19			1.10		

FACULTY SALARY SURVEY

GROUP #1: NON-COLLECTIVE BARGAINING
GROUP #2: COLLECTIVE BARGAINING

DISCIPLINE: VISUAL & PERFORMING ARTS
MAJOR FIELD: VISUAL AND PERFORMING ARTS 500000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	46326	404	90	36935	391	87	30097	382	91	29443	67	39	25296	79	33	37144	1256	104
HIGH SALARY	93580			58129			49026			40000			41844			93580		
LOW SALARY	20532			25414			19608			20000			16002			16002		
FAC MIX PCT	0.32			0.31			0.30			0.05			0.06			1.00		
SALARY FACTOR	0.93			0.91			0.90			0.90			0.97			0.91		
#1 AVERAGE SALARY	44839	242		35250	230		29262	264		29007	46		24180	57		35387	793	
HIGH SALARY	89874			49722			42588			40000			35307			89874		
LOW SALARY	27143			26740			19608			22500			16002			16002		
FAC MIX PCT	0.31			0.29			0.33			0.06			0.07			1.00		
SALARY FACTOR	0.90			0.87			0.87			0.89			0.93			0.87		
#2 AVERAGE SALARY	48549	162		39342	161		31964	118		30398	21		28188	22		40153	463	
HIGH SALARY	93580			58129			49026			36576			41844			93580		
LOW SALARY	20532			25414			20000			20000			21519			20000		
FAC MIX PCT	0.35			0.35			0.25			0.05			0.05			1.00		
SALARY FACTOR	0.97			0.97			0.95			0.93			1.08			0.99		

DISCIPLINE: VISUAL & PERFORMING ARTS
MAJOR FIELD: DRAMATIC ARTS 500501

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	48519	272	104	37332	260	117	30425	266	114	29643	51	38	25905	57	34	37980	855	150
HIGH SALARY	87836			63069			44481			43587			41844			87836		
LOW SALARY	27810			21675			11500			17559			16164			11500		
FAC MIX PCT	0.32			0.30			0.31			0.06			0.07			1.00		
SALARY FACTOR	0.97			0.92			0.91			0.91			0.99			0.94		
#1 AVERAGE SALARY	45809	134		36116	151		29392	163		28300	31		24624	29		35842	477	
HIGH SALARY	87836			53141			43587			43587			34765			87836		
LOW SALARY	33255			26788			17559			17559			16164			16164		
FAC MIX PCT	0.28			0.32			0.34			0.06			0.06			1.00		
SALARY FACTOR	0.92			0.89			0.88			0.87			0.95			0.88		
#2 AVERAGE SALARY	51150	138		39018	109		32059	103		31725	20		27231	28		40677	378	
HIGH SALARY	67440			63069			44481			41844			41844			67440		
LOW SALARY	27810			21675			11500			25104			21429			11500		
FAC MIX PCT	0.37			0.29			0.27			0.05			0.07			1.00		
SALARY FACTOR	1.02			0.96			0.95			0.97			1.05			1.00		

FACULTY SALARY SURVEY

GROUP #1: NON-COLLECTIVE BARGAINING
GROUP #2: COLLECTIVE BARGAINING

DISCIPLINE: VISUAL & PERFORMING ARTS
MAJOR FIELD: DRAWING 500705

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	47143	730	149	37409	534	160	30631	499	157	29496	90	62	24626	83	43	38851	1846	183
HIGH SALARY	90110			58144			45079			41844			35254			90110		
LOW SALARY	20368			15215			14375			23000			16000			14375		
FAC MIX PCT	0.40			0.29			0.27			0.05			0.04			1.00		
SALARY FACTOR	0.94			0.92			0.91			0.91			0.95			0.96		
#1 AVERAGE SALARY	43559	367		35617	331		29257	296		29037	49		23397	58		35924	1052	
HIGH SALARY	73629			51240			42820			35800			32497			73629		
LOW SALARY	30000			22095			21456			24220			16000			16000		
FAC MIX PCT	0.35			0.31			0.28			0.05			0.06			1.00		
SALARY FACTOR	0.87			0.88			0.87			0.89			0.90			0.88		
#2 AVERAGE SALARY	50765	363		40330	203		32634	203		30045	41		27480	25		42728	794	
HIGH SALARY	90110			58144			45079			41844			35254			90110		
LOW SALARY	20368			15215			14375			23000			21624			14375		
FAC MIX PCT	0.46			0.26			0.26			0.05			0.03			1.00		
SALARY FACTOR	1.01			1.00			0.97			0.92			1.05			1.05		

DISCIPLINE: VISUAL & PERFORMING ARTS
MAJOR FIELD: MUSIC, GENERAL 500901

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	47296	1037	195	37416	936	202	30364	838	199	29269	139	94	26632	226	93	38041	3037	225
HIGH SALARY	97360			65589			46754			44100			52896			97360		
LOW SALARY	23160			23850			18000			21150			16000			16000		
FAC MIX PCT	0.34			0.31			0.28			0.05			0.07			1.00		
SALARY FACTOR	0.95			0.92			0.90			0.90			1.02			0.94		
#1 AVERAGE SALARY	44554	570		35806	611		29413	570		28619	87		25141	156		35637	1907	
HIGH SALARY	88460			63627			46754			44100			37370			88460		
LOW SALARY	23160			23850			18000			21150			16002			16002		
FAC MIX PCT	0.30			0.32			0.30			0.05			0.08			1.00		
SALARY FACTOR	0.89			0.88			0.88			0.88			0.97			0.88		
#2 AVERAGE SALARY	50643	467		40442	325		32386	268		30356	52		29955	70		42097	1130	
HIGH SALARY	97360			65589			46176			39000			52896			97360		
LOW SALARY	32589			27070			20696			24000			16000			16000		
FAC MIX PCT	0.41			0.29			0.24			0.05			0.06			1.00		
SALARY FACTOR	1.01			1.00			0.96			0.93			1.15			1.04		

FACULTY SALARY SURVEY

GROUP #1: NON-COLLECTIVE BARGAINING
GROUP #2: COLLECTIVE BARGAINING

DISCIPLINE: ALL DISCIPLINE AVERAGES
MAJOR FIELD: ALL MAJOR FIELDS

GROUP	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		INSTRUCTOR		ALL RANKS		
	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	
ALL AVERAGE SALARY	50041	25898	40501	21144	33582	21436	32576	3578	26052	6285	40607	74763	282
HIGH SALARY	146774		76000		80000		80000		62980		146774		
LOW SALARY	16978		15215		11500		15000		9700		9700		
FAC MIX PCT	0.35		0.28		0.29		0.05		0.08		1.00		
SALARY FACTOR	1.00		1.00		1.00		1.00		1.00		1.00		
#1 AVERAGE SALARY	47753	14361	39236	12793	32985	14010	32587	2391	25309	4523	38617	45687	183
HIGH SALARY	146774		76000		80000		80000		57000		146774		
LOW SALARY	16978		15931		11897		15000		10000		10000		
FAC MIX PCT	0.31		0.28		0.31		0.05		0.10		1.00		
SALARY FACTOR	0.95		0.97		0.98		1.00		0.97		0.95		
#2 AVERAGE SALARY	52890	11537	42439	8351	34707	7426	32556	1187	27958	1762	43733	29076	99
HIGH SALARY	122823		73955		65000		65000		62980		122823		
LOW SALARY	20368		15215		11500		18000		9700		9700		
FAC MIX PCT	0.40		0.29		0.26		0.04		0.06		1.00		
SALARY FACTOR	1.06		1.05		1.03		1.00		1.07		1.08		

APPENDIX B

LIST OF PARTICIPATING INSTITUTIONS

	82-83	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91
Adams State College (CO)			*	*	*	*	*	*	*
Alabama Agricultural and Mechanical Univ. (AL)							*		*
ALABAMA STATE UNIVERSITY (AL)	*	*	*	*	*	*	*	*	*
Albany State College (GA)			*		*	*	*	*	
Alcorn State University (MS)							*		
Angelo State University (TX)		*	*	*	*	*	*	*	*
APPALACHIAN STATE UNIVERSITY (NC)	*	*	*	*	*	*	*	*	*
Arecibo Technological University College (PR)			**	**					
Arkansas State University (AR)	*	*	*	**	*	*	*		*
ARKANSAS TECH UNIVERSITY (AR)	*	*	*	*	*	*	*	*	*
Armstrong State College (GA)			*	*		*	*		*
Athens State College (AL)				*					
Auburn University at Montgomery (AL)		*	*	*	*	*	*	*	*
AUGUSTA COLLEGE (GA)	*	*	*	*	*	*	*	*	*
Austin Peay State University (TN)		*			*	*	*	*	*
Ball State University (IN)		*		*	*			*	*
Bayamon Technological University College (PR)				*	*				
Bemidji State University (MN)	*				**	**	**	**	
BLACK HILLS STATE COLLEGE (SD)	*	*	**	**	**	**	**	**	**
Bloomsburg University of PA (PA)							**	**	
Bluefield State College (WV)		*	*	*	*	*	*	*	*
Boise State University (ID)	*	*	*	*		*		*	*
Bowie State University (MD)	*	*	*				*	*	*
Bowling Green State University (OH)	*		*		*	*	*		
Bridgewater State College (MA)					**	**		**	**
California Maritime Academy (CA)	*		**					**	
California Polytechnic State University San Luis Obispo (CA)	*	*					**	**	
California State University, Bakersfield (CA)			**	**	**	**		**	
California State University, Chico (CA)								**	
California State University, Dominguez Hills (CA)	*		**	**		**		**	*
California State Polytechnic University Pomona (CA)	*					**	**	**	

Those institutions listed in CAPITAL LETTERS have participated in each of the nine years of the survey.

The "double asterisk" symbol (**) denotes those participating institutions which have collective bargaining contracts (CBCs) with their faculties. Even though many of the participating institutions may have had CBCs previously, this information was not requested until the 1984-85 survey and has been continued since. Ninety-nine (99) of the 282 participating institutions (35%) had CBCs during 1990-91.

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91
California State University, Fresno (CA)		*		**				**	*
California State University, Fullerton (CA)		*	**	**			**	**	**
California State University, Hayward (CA)	*	*	**	**	**	**		**	
California State University, Long Beach (CA)	*	*	**	**	**	**	**		**
California State University, Los Angeles (CA)			**			**	**	**	**
California State University, Northridge (CA)	*		**						
California State University, Sacramento (CA)						**	**		**
California State University, San Bernardino (CA)	*		**	**				**	**
California State University, Stanislaus (CA)	*			**	**	**	**		**
CALIFORNIA UNIVERSITY OF PENNSYLVANIA (PA)	*	*	**	**	**	**	**	**	**
Cameron University (OK)	*	*				*	*	*	
CASTLETON STATE COLLEGE (VT)	*	*	**	**	**	**	**	**	**
Cayey University College (PR)	*	*	*		*				*
CENTRAL CONNECTICUT STATE UNIVERSITY (CT)	*	*	**	**	**	**	**	**	**
Central Michigan University (MI)	*	*	**	**			**	**	**
Central Missouri State University (MO)	*		*	*	*	*	*	*	*
Central Washington University (WA)	*		*	*	*	*	*	*	
Chadron State College (NE)	*	*	*		*	*	*	*	
Chicago State University (IL)	*		**	**	**				
Christopher Newport College (VA)	*	*	*	*	*		*	*	*
Citadel, (The) Military College of South Carolina (SC)			*	*	*	*	*	*	*
City University of New York, Bernard M. Baruch (NY)		*	**						
City University of New York, Brooklyn (NY)					**				
City University of New York, College of Staten Island, The (NY)		*	**	**	**	**	**	**	**
City University of New York, Graduate School and University Center (NY)				**	**				**
City University of New York, Herbert H. Lehman (NY)		*				**		**	
City University of New York, John Jay College of Criminal Justice	*	*	**		**	**	**		
CLARION UNIVERSITY OF PENNSYLVANIA (PA)	*	*	**	**	**	**	**	**	**
Cleveland State University (OH)			*	*	*	*	*	*	*
Clinch Valley College of the University of Virginia (VA)		*	*	*		*	*	*	*
College of Charleston (SC)		*	*	*		*	*	*	
College of William and Mary (VA)	*		*	*					
COLUMBUS COLLEGE (GA)	*	*	*	*	*	*	*	*	*
Concord College (WV)	*	*	*	*	*		*		
Coppin State College (MD)	*	*	*		*		*		
Corpus Christi State University (TX)	*	*	*			*	*	*	*

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91
Dakota State College (SD)	*	*	**	**		**	**	**	**
DELTA STATE UNIVERSITY (MS)	*	*	*	*	*	*	*	*	*
Dickinson State University (ND)		*	*	*	*		*	*	*
East Central University (OK)		*	*	*	*	*	*	*	*
East Stroudsburg University of Pennsylvania (PA)	*			**			**	**	**
East Tennessee State University (TN)	*	*	*		*	*	*	*	*
East Texas State University at Commerce (TX)	*		*	*	*	*	*	*	*
East Texas State University at Texarkana (TX)	*	*		*	*	*	*	*	*
EASTERN CONNECTICUT STATE UNIVERSITY (CT)	*	*	**	**	**	**	**	**	**
Eastern Illinois University (IL)	*		**	**	**	**	**	**	**
Eastern Kentucky University (KY)	*		*	*		*	*	*	*
Eastern Michigan University (MI)				**		**	**	**	**
Eastern Montana College (MT)	*	*	**		**	**	**		**
Eastern New Mexico University (NM)	*	*	**	**		**	**	**	**
Eastern Oregon State College (OR)	*			*		*			*
Eastern Washington University (WA)	*		*	*	*		*	*	*
EDINBORO UNIVERSITY OF PENNSYLVANIA (PA)	*	*	**	**	**	**	**	**	**
Elizabeth City State University (NC)					*				
Emporia State University (KS)	*	*				*	*	*	*
Fairmont State College (WV)	*	*	*	*		*			
Fayetteville State University (NC)	*							*	
FITCHBURG STATE COLLEGE (MA)	*	*	**	**	**	**	**	**	**
Florida Agricultural and Mechanical University (FL)				**		*	**		
Florida Atlantic University (FL)		*		**	**	**	**	**	**
Florida International University (FL)	*		**	**	**	**	**		
FORT HAYS STATE UNIVERSITY (KS)	*	*	*	*	*	*	*	*	*
Fort Lewis College (CO)				*	*	*	*		*
Framingham State College (MA)		*							*
FRANCIS MARION COLLEGE (SC)	*	*	*	*	*	*	*	*	*
FROSTBURG STATE UNIVERSITY (MD)	*	*	*	*	*	*	*	*	*
GEORGE MASON UNIVERSITY (VA)	*	*	*	*	*	*	*	*	*
GEORGIA COLLEGE (GA)	*	*	*	*	*	*	*	*	*
GEORGIA SOUTHERN UNIVERSITY (GA)	*	*	*	*	*	*	*	*	*
Georgia Southwestern College (GA)	*	*	*	*		*	*	*	*
Georgia State University (GA)	*							*	
Glassboro State College (NJ)			**		**				
Glenville State College (WV)	*	*	*	*	*		*	*	
Governors State University (IL)	*								
Grambling State University (LA)		*	*		*	*	*	*	*
GRAND VALLEY STATE UNIVERSITY (MI)	*	*	*	*	*	*	*	*	*
HARRIS-STOWE STATE COLLEGE (MO)	*	*	*	*	*	*	*	*	*
Henderson State University (AR)	*	*	*		*	*		*	*
IDAHO STATE UNIVERSITY (ID)	*	*	*	*	*	*	*	*	*
ILLINOIS STATE UNIVERSITY (IL)	*	*	*	*	*	*	*	*	*
INDIANA STATE UNIVERSITY (IN)	*	*	*	*	*	*	*	*	*
Indiana University East (IN)	*		*			*			
Indiana University of Pennsylvania (PA)			**	**	**	**	**	**	**
Jackson State University (MS)	*			*	*	*	*	*	
Jacksonville State University (AL)	*	*	**		*	*	*	*	*
James Madison University (VA)	*	*	*		*	*	*	*	*

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91
Jersey City State College (NJ)	*		**				**	**	
Johnson State College (VT)							**		
Kean College of New Jersey (NJ)						**			
Kearney State College (NE)	*		**		**	**	**	**	**
Keene State College (NH)		*	**	**	**	**	**	**	**
KENNESAW STATE COLLEGE (GA)	*	*	*	*	*	*	*	**	*
Kent State University (OH)	*			**	**	**	**	**	**
Kentucky State University (KY)					*	*			
Kutztown University of Pennsylvania (PA)	*		**	**		**	**	**	**
La Montana Regional College (PR)			*						
LAKE SUPERIOR STATE UNIVERSITY (MI)	*	*	*	**	**	**	**	**	**
Lamar University--Beaumont (TX)	*		*	*	*			*	
Lander College (SC)	*		*	*	*	*	*	*	*
Laredo State University (TX)	*	*		*					*
LEWIS-CLARK STATE COLLEGE (ID)	*	*	*	*	*	*	*	*	*
Lincoln University (MO)							*	*	
Lincoln University of Pennsylvania (PA)	*				**	**	**	**	**
Livingston University (AL)			*	*	*	*	*	*	*
Lock Haven University of Pennsylvania (PA)	*	*	**			**	**	**	
Longwood College (VA)	*		*	*	*	*	*	*	*
Louisiana State University in Shreveport (LA)	*		*	*	*	*	*	*	*
Louisiana Tech University (LA)			*		*	*	*	*	*
Lyndon State College (VT)	*		**		**	**	**		
Maine Maritime Academy (ME)	*				*	*		**	**
Mankato State University (MN)	*								*
Mansfield University (PA)		*	**	**	**	**		**	**
MARSHALL UNIVERSITY (WV)	*	*	*	*	*	*	*	*	*
MARY WASHINGTON COLLEGE (VA)	*	*	*	*	*	*	*	*	*
Massachusetts College of Art (MA)					**	**			**
Massachusetts Maritime Academy (MA)	*			**					
MAYVILLE STATE UNIVERSITY (ND)	*	*	*	*	*	*	*	*	*
McNeese State University (LA)	*	*	*	*		*	*	*	*
Memphis State University (TN)	*	*		*	*	*	*	*	*
Mesa State College (CO)	*		*	*	*	*	*	*	*
METROPOLITAN STATE COLLEGE (CO)	*	*	*	*	*	*	*	*	*
Metropolitan State University (MN)			**	**	**	**		**	**
MIDDLE TENNESSEE STATE UNIVERSITY (TN)	*	*	*	*	*	*	*	*	*
Midwestern State University (TX)	*	*	*	*	*	*			*
MILLERSVILLE UNIVERSITY OF PA. (PA)	*	*	**	**	**	**	*	*	**
Minot State University (ND)		*	*	*	*	*	*		*
Mississippi University for Women (MS)		*	*	*	*	*		*	*
Mississippi Valley State University (MS)								*	*
Missouri Southern State College (MO)		*	*	*	*	*	*	*	*
Missouri Western State College (MO)		*	*	*	*	*	*	*	*
Montana College of Mineral Science & Technology (MT)	*	*	*		*	*		*	*
Montclair State College (NJ)			*	**	**	**		**	**
Moorhead State University (MN)			**		**	**	**	**	**
Morehead State University (KY)	*		*	*	*	*	*	*	*
Morgan State University (MD)			*		*	*	*	*	*
Murray State University (KY)	*	*		*	*	*	*	*	*
New Jersey Institute of Technology (NJ)						**	**	**	

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91
New Mexico Highlands University (NM)				*	*	*	*	*	*
Nicholls State University (LA)		*		*			*	*	*
North Adams State College (MA)	*			**	**	**		**	**
North Carolina Agricultural and Technical State University (NC)	*	*	*	*	*	*	*		*
North Carolina Central University (NC)	*			*	*	*		*	
North Georgia College (GA)				*	*				
North Texas State University (TX)			*	*	*	*			
Northeast Louisiana University (LA)		*	*	*	*	*	*	*	*
Northeast Missouri State University (MO)	*	*	*	*	*		*	*	*
Northeastern Illinois University (IL)	*		**	**	**	**	**	**	**
Northeastern State University (OK)				*	*	*	*	*	
NORTHERN ARIZONA UNIVERSITY (AZ)	*	*	*	*	*	*	*	*	*
NORTHERN ILLINOIS UNIVERSITY (IL)	*	*	*	*	*	*	*	*	*
Northern Kentucky University (KY)	*	*		*	*	*	*	*	*
Northern Michigan University (MI)	*		**	**	**	**	**	**	**
Northern Montana College (MT)			**		**	**	**		**
NORTHERN STATE UNIVERSITY (SD)	*	*	**	**	**	**	**	**	**
Northwest Missouri State University (MO)		*	*	*	*	*	*		*
Northwestern Oklahoma State University (OK)				*				*	
Northwestern State University of Louisiana (LA)	*		*			*	*	*	*
OAKLAND UNIVERSITY (MI)	*	*	*	**	**	**	**	**	**
Ohio State University (OH)								*	*
Oklahoma Panhandle State University (OK)			*	*					*
OLD DOMINION UNIVERSITY (VA)	*	*	*	*	*	*	*	*	*
Oregon Institute of Technology (OR)	*		*	*		*	*	*	*
Pan American University (TX)		*	*	*	*		*		
Pembroke State University (NC)			*	*					
Peru State College (NE)		*	**	**	**	**	**	**	**
PITTSBURG STATE UNIVERSITY (KS)	*	*	**	**	**	**	**	**	**
Plymouth State College (NH)		*	*	*	*	*	*	*	*
Ponce Technological University College--University of Puerto Rico (PR)				*	*				
Portland State University (OR)	*		**		**	**	**	**	**
Prairie View A&M University (TX)									*
Purdue University at Calumet (IN)	*		*	*	*	*	*		*
Radford University (VA)		*	*	*	*	*	*	*	
Ramapo College of New Jersey (NJ)				**			**	**	**
Rhode Island College (RI)			**		**	**		**	**
Saginaw Valley State University (MI)	*	*		**	**		**	**	**
SALEM STATE COLLEGE (MA)	*	*	**	**	**	**	**	**	**
Salisbury State University (MD)	*	*	*	*		*	*	*	*
Sam Houston State University (TX)				*	*	*	*	*	
San Diego State University (CA)	*			**	**	**	**	**	**
San Francisco State University (CA)						**	**		
Sangamon State University (IL)		*	*	*	*	*	**	**	**
Savannah State College (GA)	*	*	*	*			*	*	*
Shawnee State University (OH)									**
Shepherd College (WV)	*	*	*	*	*	*		*	
SHIPPENSBURG UNIVERSITY OF PENNSYLVANIA (PA)	*	*	**	**	**	**	**	**	**
Slippery Rock University of Pennsylvania (PA)	*	*			**	**	**	**	**

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91
Sonoma State University (CA)	*		**	**	**	**	**	**	**
South Dakota School of Mines and Technology (SD)		*	**	**	**	*	*	**	**
SOUTHEAST MISSOURI STATE UNIVERSITY (MO)	*	*	*	*	*	*	*	*	*
Southeastern Louisiana University (LA)	*	*		*	*	*	*	*	*
Southeastern Massachusetts University (MA)		*		**	**	**		**	**
Southeastern Oklahoma State University (OK)		*	*				*	*	*
Southern Arkansas University (AR)	*	*	*	*	*	*	*		*
Southern College of Technology (GA)					*	*	*	*	*
Southern Connecticut State University (CT)	*	*	**	**		**	**		**
Southern Illinois University at Carbondale (IL)				*	*	*	*	*	
Southern Illinois University at Edwardsville (IL)	*		*	*	*	*	*	*	*
SOUTHERN OREGON STATE COLLEGE (OR)	*	*	**	**	**	**	**	**	**
Southern Technical Institute (GA)	*	*	*	*					
Southern Utah State University (UT)		*	*	*	*				*
SOUTHWEST MISSOURI STATE UNIVERSITY (MO)	*	*	*	*	*	*	*	*	*
Southwest State University (MN)	*	*	**	**	**		**	**	
Southwest Texas State University (TX)	*		*	*	*	*	*	*	*
Southwestern Oklahoma State University (OK)		*	*	*	*		*	*	
ST. CLOUD STATE UNIVERSITY (MN)	*	*	**	**	**	**	**	**	**
St. Mary's College of Maryland (MD)	*	*							
STATE UNIVERSITY OF NEW YORK COLLEGE AT BROCKPORT (NY)	*	*	**	**	**	**	**	**	**
State University of New York College at Buffalo (NY)		*	**	**	**	**	**	**	**
State University of New York College at Cortland (NY)	*	*	**	**	**	**	**		**
State University of New York College at Empire State (NY)									**
State University of New York College at Fredonia (NY)	*	*		**	**	**	**	**	**
State University of New York College at Geneseo (NY)	*	*	**	**	**	**	**		**
State University of New York College at New Paltz (NY)								**	
State University of New York College at Old Westbury (NY)	*		**		**	**	**	**	**
State University of New York College at Oneonta (NY)			**						**
State University of New York College at Oswego (NY)							**		**
State University of New York College at Plattsburgh (NY)	*		**	**	**	*	**	*	**
STATE UNIVERSITY OF NEW YORK COLLEGE AT POTSDAM (NY)	*	*	**	**	**	**	**	**	**
State University of New York College at Purchase (NY)	*	*						**	
State University of New York College of Technology at Utica/Rome (NY)		*	**	**		**	**	**	**
Stephen F. Austin State University (TX)		*	*	*	*	*	*	*	*

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91
Stockton State College (NJ)			**	**			**		**
Sul Ross State University (TX)			*	*	*	*		*	
Tarleton State University (TX)									*
Tennessee State University (TN)									*
TENNESSEE TECHNOLOGICAL UNIVERSITY (TN)	*	*	*	*	*	*	*	*	*
TEXAS A&I UNIVERSITY (TX)	*	*	*	*	*	*	*	*	*
TEXAS A&M UNIVERSITY AT GALVESTON (TX)	*	*	*	*	*	*	*	*	*
Texas Woman's University (TX)		*	*		*		*	*	*
Towson State University (MD)		*	*	*	*	**	**	**	**
Trenton State College (NJ)	*	*	**	**		**	**	**	**
TROY STATE UNIVERSITY (AL)	*	*	*	*	*	*	*	*	*
Union County College (NJ)									*
UNIVERSITY OF AKRON, THE (OH)	*	*	*	*	*	*	*	*	*
University of Alabama in Huntsville (AL)								*	*
University of Alaska at Anchorage (AK)	*			*	*				
University of Alaska at Fairbanks (AK)			*						
University of Alaska Southeast (AK)	*	*	**			*	*	*	*
University of Arkansas at Little Rock (AR)			*	*	*	*	*	*	*
University of Arkansas at Monticello (AR)			*	*	*	*		*	
University of Baltimore (MD)	*	*	*	*			*		*
University of Central Arkansas (AR)	*	*	*	*	*		*	*	*
University of Central Florida (FL)			**	**	**	**			**
University of Central Oklahoma (OK)	*		*	*	*	*	*	*	*
UNIVERSITY OF COLORADO AT COLORADO SPRINGS (CO)	*	*	*	*	*	*	*	*	*
University of Colorado at Denver (CO)	*	*	*		*	*	*	*	*
University of Guam (GU)	*								*
University of Hawaii (HI)					**				**
University of Houston--Clear Lake (TX)			*	*	*	*	*	*	*
University of Houston--Downtown (TX)	*	*	*			*			
University of Houston--Victoria (TX)	*					*	*		*
University of Lowell (MA)	*	*	**	**		**	**	**	**
University of Maine at Farmington (ME)		*	**		**		**		**
University of Maine at Fort Kent (ME)		*			**	**	**	**	**
University of Maine at Presque Isle (ME)	*	*	**	**		**	**		**
University of Maine System (ME)							**		
University of Maryland Baltimore County (MD)	*		*	*	*	*	*	*	*
University of Minnesota (MN)							**	**	
University of Missouri - St. Louis (MO)			*	*		*	*	*	*
University of Montevallo (AL)		*	*	*	*	*	*	*	*
UNIVERSITY OF NEBRASKA AT OMAHA (NE)	*	*	**	**	**	**	**	**	**
University of Nebraska Medical Center (NE)						*			
University of Nevada, Las Vegas (NV)	*	*	*	*	*	*	*	*	
University of New Orleans (LA)	*					*			
University of North Alabama (AL)	*		*	*	*				
University of North Carolina at Asheville (NC)		*	*		*	*	*	*	*
UNIVERSITY OF NORTH CAROLINA AT CHARLOTTE (NC)	*	*	*	*	*	*	*	*	*
University of North Carolina at Greensboro (NC)	*		*	*	*	*	*	*	*

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91
University of North Carolina at Wilmington (NC)	*		*		*	*	*	*	*
University of North Florida (FL)		*			**	**			**
University of Northern Colorado (CO)	*		*	*	*	*	*	*	*
University of Northern Iowa (IA)	*	*	**	**	**	**	**	**	
University of North Texas (TX)			*	*	*	*	*	*	*
University of Pittsburgh at Bradford (PA)					*	*	*	*	*
University of Pittsburgh at Johnstown (PA)					*		*	*	
University of Puerto Rico, Humacao University College (PR)			*	*	*		*	*	*
University of Puerto Rico, Mayaguez Campus (PR)				*					
University of Puerto Rico Medical Sciences Campus (PR)				*	*				
University of Puerto Rico, Rio Piedras (PR)			*	*	*				
UNIVERSITY OF SCIENCE AND ART OF OKLAHOMA (OK)	*	*	*	*	*	*	*	*	*
UNIVERSITY OF SOUTH ALABAMA, THE (AL)	*	*	*	*	*	*	*	*	*
University of South Carolina (SC)	*								
UNIVERSITY OF SOUTH CAROLINA AT AIKEN (SC)	*	*	*	*	*	*	*	*	*
University of South Carolina-Coastal Carolina College (SC)		*				*	*	*	*
UNIVERSITY OF SOUTH CAROLINA AT SPARTANBURG (SC)	*	*	*	**	*	*	*	*	*
University of South Dakota (SD)								**	
University of South Dakota at Springfield (SD)	*	*							
University of South Florida (FL)	*			**	**	**	**		**
UNIVERSITY OF SOUTHERN COLORADO (CO)	*	*	*	*	*	*	*	*	*
University of Southern Indiana (IN)	*		*	*	*	*	*	*	*
University of Southern Maine (ME)			**	*	**	**	**	**	**
University of Southern Mississippi (MS)	*	*	*		*	*	*	*	*
University of Southwestern Louisiana (LA)		*	*	*	*		*	*	*
UNIVERSITY OF TENNESSEE AT CHATTANOOGA (TN)	*	*	*	*	*	*	*	*	*
UNIVERSITY OF TENNESSEE AT MARTIN, THE (TN)	*	*	*	*	*	*	*	*	*
UNIVERSITY OF TEXAS AT DALLAS, THE (TX)	*	*	*	*	*	*	*	*	*
University of Texas at El Paso (TX)									*
University of Texas at San Antonio (TX)		*	*	*	*	*	*	*	*
University of Texas at Tyler, The (TX)	*	*		*	*	*		*	*
University of Texas of the Permian Basin (TX)	*	*	*	*	*	*			
University of the District of Columbia (DC)		*	**	**		**	**	**	
University of Toledo, The (OH)	*		*	*					
University of the Virgin Islands--St. Croix (VI)		*	*	*	*		*	*	
University of the Virgin Islands--St. Thomas (VI)		*	*	*	*	*	*	*	*
University of West Florida, The (FL)	*	*	**	**		**		**	**
UNIVERSITY OF WEST VIRGINIA COLLEGE OF GRADUATE STUDIES (WV)	*	*	*	*	*	*	*	*	*
University of Wisconsin--Eau Claire (WI)		*	*	*	*	*	*	*	*

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91
University of Wisconsin--Green Bay (WI)		*	*	*	*	*	*	*	*
University of Wisconsin--La Crosse (WI)	*	*		*	**	*	*	*	*
UNIVERSITY OF WISCONSIN--OSHKOSH (WI)	*	*	*	*	*	*	*	*	*
University of Wisconsin--Parkside (WI)		*				*	*	*	*
University of Wisconsin--Platteville (WI)		*	*	*	*	*	*	*	*
University of Wisconsin--River Falls (WI)	*	*				*			
University of Wisconsin--Stevens Point (WI)	*	*	*	*	*	*	*		*
University of Wisconsin--Stout (WI)	*	*	**	*		*	*		
University of Wisconsin--Superior (WI)	*	*	*	*	*	*	*		*
University of Wisconsin--Whitewater (WI)		*	*	*		*	*		*
Valdosta State College (GA)	*	*	*	*	*	*	*	*	
Valley City State University (ND)			*	*	*		*	*	*
Virginia Commonwealth University (VA)							*		*
Washburn University of Topeka (KS)	*		*		*		*	*	*
Wayne State College (NE)	*	*	**		**		**	**	**
WEBER STATE UNIVERSITY (UT)	*	*	*	*	*	*	*	*	*
West Chester State University of Pennsylvania (PA)	*		**		**			**	**
WEST GEORGIA COLLEGE (GA)	*	*	*	*	*	*	*	*	*
West Liberty State College (WV)	*	*	*	*		*	*	*	
West Texas State University (TX)		*	*	*	*	*	*	*	*
WEST VIRGINIA INSTITUTE OF TECHNOLOGY (WV)	*	*	*	*	*	*	*	*	*
West Virginia State College (WV)			*		*	**	*	*	*
Western Carolina University (NC)	*		*	*	*	*	*	*	*
Western Connecticut State University (CT)		*	**		**	**	**	**	**
WESTERN ILLINOIS UNIVERSITY (IL)	*	*	**	**	**	**	**	**	**
WESTERN KENTUCKY UNIVERSITY (KY)	*	*	*	*	*	*	*	*	*
WESTERN MICHIGAN UNIVERSITY (MI)	*	*	**	**	**	**	**	**	**
Western Montana College (MT)	*	*		**		**	**	**	**
Western New Mexico University (NM)	*	*	*	**	*	*	*		*
WESTERN OREGON STATE COLLEGE (OR)	*	*	**	**	**	**	**	**	**
Western State College of Colorado (CO)		*	*	*	*	*	*	**	*
Western Washington University (WA)	*		*	*		*	*	*	*
Westfield State College (MA)	*		**	**				**	
WICHITA STATE UNIVERSITY, THE (KS)	*	*	*	*	*	*	*	*	*
William Paterson College of New Jersey (NJ)		*		**	**	**	**	**	**
Winona State University (MN)	*		**			**	**	**	**
Winston-Salem State University (NC)	*	*		*	*	*		*	*
Winthrop College (SC)				*	*	*	*		*
Worcester State College (MA)		*	**					**	
Wright State University (OH)	*				*		*	*	*
YOUNGSTOWN STATE UNIVERSITY (OH)	*	*	**	**	**	**	**	**	**
	227	215	272	262	261	272	281	278	282

Total number of AASCU colleges and universities which participated in the faculty salary survey for the first time during 1990-91: 7.

Total number of AASCU colleges and universities which have participated in the faculty salary survey at least once during the nine years of the survey: 377.

Total number of AASCU colleges and universities which have participated in each of the nine years of the faculty salary survey: 75.

Grand Total of times AASCU colleges and universities have participated in the AASCU/CUPA NATIONAL FACULTY SALARY SURVEY BY DISCIPLINE AND RANK IN STATE COLLEGES AND UNIVERSITIES over the nine years (1982-83 through 1990-91) of the survey: 2,350.

CUPA 1990-91 Faculty Salary Survey Special Study Order Form

To avoid delays in processing your order, please follow these instructions:

1. Read through the entire form before completing your request.
2. Print or type all information.
3. Use a SEPARATE FORM for each study ordered.
4. All requests for Special Studies must include payment by check made payable to CUPA or purchase order number (CUPA members only).
5. Mail orders with payment to CUPA Special Studies, 1233 20th Street, NW, Suite 503, Washington, DC 20036, FAX (202) 429-0149 and a copy of the request to: Mr. Lee Tarrant, Institutional Research, Oklahoma State University, 301 Whitehurst, Stillwater, OK 74078, FAX (405) 744-8871. To maintain confidentiality of data, all requests for Data Display #1 must be pre-approved. CUPA reserves the right to refuse a special studies request. If you have any questions, contact CUPA at (202) 429-0311 , Ext. 2

Note: The information below only applies to the 1990-91 survey year and is subject to change without notice.

Normally, studies will be returned within two weeks after the request and payment have been received by the CUPA national office. Fees for standard studies are given below.

Please check the category your institution falls under:

- ❑ $235 - CUPA members who participated in the 1990-91 study;
- ❑ $315- CUPA members who did not participate in the 1990-91 study and non-members who did participate;
- ❑ $400 - CUPA non-member institutions who did not participate in the study and other non-profit organizations;
- ❑ $550 - All others.

Name_____Title_____

Institution_____

Address_____

City,State,ZIP_____Phone( )_____

Did your institution participate in the 1990-91 survey? ___Yes ___No
Is your institution a member of CUPA? ___Yes ___No

Types of Data Displays (Use a separate sheet for additional requests. Refer to pages 2 and 3 of the survey report for a complete explanation of the studies.)

(Please check only one)

____1. Salary Display by average, high, and low salaries (Because this salary display includes specific institutional data for the requesting institution, all orders must be accompanied by a letter of authorization from the President or her or his designated representative on institutional letterhead. Submit all requests in writing to: Dr. Richard D. Howe, Director, Equal Opportunity Programs, Appalachian State University, 128 Administration Bldg., Boone, NC 28608, FAX (704)262-2126, in addition to submitting to CUPA).

____2. Percentile Rank (PR) Display

____3. Salary Trend Display (Comparison between two survey year's data-only those institutions that have participated in each of the years requesting)

____4. Other Trend Displays (please specify on a separate sheet; add'l costs may be incurred)
____5. Other (please explain on a separate sheet; add'l costs may be incurred)

If you wish to receive a display based on general institutional characteristics, please complete Section I. If you wish to specify institutions, please complete Section II.

Section I

1. Classification

   4-Year College_____ University_____ All_____

2. Source of Support

   Public_____ Private, religious_____ Private, Independent_____

3. General Budget

   Less than $_____ More than $_____

4. FTE Enrollment

   Less than _____ More than _____

5. FTE Faculty

   Less than _____ More than _____

6. Geographic Area—States (please do not abbreviate)

Section II

In order for a study requesting specific institutions to be completed, all of the institutions must have participated in the Faculty Salary Survey. Please see Appendix B, "List of Participating Institutions," to ensure that the desired institutions did participate. To maintain confidentiality of the data, you must select at least 10 institutions. Only positions reporting four or more data elements in each cell will be made available.

List institutions in alphabetical order on a separate sheet. Please type or print clearly to avoid delays in processing your order.

Please forward your request (be sure to include check or purchase order number) to:

CUPA Special Studies
1233 20th Street, NW, Suite 503
Washington, DC 20036

Send a copy of the completed form only to: Mr. Lee Tarrant, Oklahoma State University, 301 Whitehurst, Stillwater, OK 74078. FAX (405) 744-8871.

All requests for Data Display #1 must be sent to Dr. Richard D. Howe, Director, Equal Opportunity Programs, Appalachian State University, 128 Administration Bldg., Boone, NC 28608, FAX (704) 262-2126.